

GIDE

GIDE LOYRETTE NOUËL

CSR & *PRO BONO* REPORT

B R I N G I N G
MEANING
TO OUR
COMMITMENT

2015 - 2016

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GIDE IN BRIEF

600 lawyers throughout the world, including around **100 partners**
Approximately **400 employees in 14 offices** and **12 countries**



Stéphane PUEL
Managing Partner



Baudouin de MOUCHERON
Senior Partner

We are very pleased to share with you this second corporate social responsibility report. It showcases our commitment to the public good, our vision of a responsible social management, and our actions to control our environmental impacts. CSR reports are increasingly expected by the general public, and we are striving to meet that demand. In doing so, we are responding to both the expectations of our clients and the aspirations

of our staff and lawyers. Our actions come as part of a social responsibility tradition that has been present at Gide for several years now. Through our *pro bono* commitment, we promote the symbolic values of our profession and contribute to strengthening Gide's identity. Today, our *pro bono* actions form an inherent part of the worth created by our firm and by our teams. We are proud of our commitment, and naturally wish to bring it to the attention of as many people as possible.

THE MEANING OF OUR SOCIAL RESPONSIBILITY

The very principles of our oath as lawyers inspired our social responsibility policy, which is at the heart of our strategy: dignity, conscience, independence, integrity and humanity.



- Access to education
- Access to law and justice
- Solidarity with those most in need



- Gender balance
- Diversity
- Well-being at work



- Raw materials consumption
- Energy consumption

2012

The year we structured our *pro bono* initiative by setting up an endowment fund and the Pro Bono Commission – a specialised commission made up of partners – to steer Gide’s social commitment.

- 30%

The five-year energy consumption reduction objective for all the firm’s buildings.

€250,000/YEAR

The amount paid into the Gide Pro Bono endowment fund every year by all the partners of the firm, and which is then allocated to various projects selected by the Commission.

UP TO 40 HOURS / YEAR

The time credit on office hours that all members of the firm can use to work on projects or with charities selected and approved by the Pro Bono Commission (skills sponsorship, mentoring, law initiation classes, CV workshops etc.).

DID YOU KNOW?

The expression “pro bono” comes from the Latin *pro bono publico*, “for the public good”. For lawyers, it traditionally describes free professional commitment in the service of the public interest.

AWARD

“Silver” rating

Specialist CSR-monitoring collaborative platform EcoVadis awarded a Silver rating to our CSR policy in 2015.

PRO BONO: “A WONDERFUL INSTRUMENT OF SOCIAL COHESION”

WHAT IS THE PRO BONO COMMISSION'S ROLE WITHIN THE FIRM?

Our Commission forms an integral part of the firm's governance, and reflects our collective commitment to good causes. For our teams, the *pro bono* programme is a wonderful instrument of social cohesion and an efficient framework that gives our staff and lawyers the time and the means to commit. The Commission is made up of 12 partners and meets once a fortnight to decide on actions, monitor projects, and report back to all members of the firm.

ON WHAT CRITERIA DO YOU CHOOSE PROJECTS?

Financially, the projects must meet one of the three guiding principles decided when we set up the endowment fund: access to law and justice, access to education, and support to those most in need. We strive to select projects we can make a real difference to, and we therefore choose projects we can support over the long term, and projects to which we can also offer skills sponsorship. We look for projects and charities that are likely to resonate with all staff and lawyers, so that each and every one of us can take part and give some of our time if we so wish.

WHAT ARE THE HIGHLIGHTS OF 2015 AND 2016 SO FAR?

Our *pro bono* commitment is now well recognised within Gide. We have more volunteers and the allocated time credit of 40 hours is used by an increasing number of people. We have provided legal counsel to a number of projects and have partnered with two new charities: **Habitat et Humanisme** and **Raise**. Our partnership with Habitat et Humanisme requires the knowledge and skills of several teams at Gide to help design legal tools specific to real estate development for social purposes. More recently, we have entered into a partnership with Raise to offer *ad hoc* legal advice to young growth companies. Our Mergers & Acquisitions department in particular is involved with this latter foundation.

WHAT ARE YOUR PRIORITIES FOR 2017?

We wish to keep establishing our *pro bono* action as part of the firm's culture and habits. It is essential that we continue to count on an increasing number of staff and lawyers, with a regular renewal of volunteers. We would like to develop and strengthen our actions abroad, with our various international offices, and continue to focus in particular on social entrepreneur-



Carole MALINVAUD

Partner, Chair of the Pro Bono Commission

IN 2015-2016

3,200 hours
of skills sponsorship

**93 lawyers
and staff**
involved in the firm's
pro bono initiatives
(+11% on 2014)

23 NGOs
were offered
skills sponsorship

5 charity events
all members of the firm
were invited to take
part in

ship. Additionally, we will keep communicating with our fellow lawyers on a regular basis, to share our experience and contribute to broadening the *pro bono* commitment of the legal profession.

LOOKING TOWARDS THE YOUNGER GENERATIONS

Gide partners charities that work to give the younger generations better access to education.

First among these is **Frateli**, which organises the mentoring by professionals of promising young students from disadvantaged backgrounds. The aim is to reveal the talents of these students by giving them the tools, methods, access to a network, and the confidence they need. Twenty staff members and lawyers of the firm are currently Frateli mentors.

In the same spirit, Gide supports **Proxité**, which acts at the very heart of working class neighbourhoods to encourage the educational and professional integration of pupils and young adults. It offers individual mentoring by volunteers drawn from the working population. In 2015-2016, as well as offering a financial donation to support Proxité's development in the Paris region,

Gide saw ten of its members become volunteer mentors for Proxité. Together, they organised a visit to the Paris courthouse building for over twenty pupils.

Gide also offers its support to **InitiaDROIT**, which raises the awareness of schoolchildren about the law, by sending volunteer lawyers into Civic Education classes to review real case studies. Several members of the firm took their knowledge and experience to classes in the Paris region in 2015-2016, and the charity also received our financial support to organise its Coupe Nationale des Élèves Citoyens.

Lastly, we support the **Apprentis d'Auteuil** foundation, which aims to welcome, train and integrate young people experiencing social difficulties. In 2015 and 2016, we offered free advice on a number of legal issues, and financial support for a Paris-based programme enabling 14-year-olds facing serious social and educational difficulties to build a clear and motivating professional orientation project. In addition, in early 2016, twenty Gide runners took part in the Ecotrail trail race to celebrate the foundation's 150th anniversary.

INITIADROIT - TALKING ABOUT LAW AS EARLY AS POSSIBLE

“ I have been an InitiaDROIT volunteer since 2010. I liked the



Olivier BERNARDI

*Counsel, volunteer lawyer
for InitiaDROIT*

concept straight away: I love to teach, and contact with the younger generations is always an invigorating experience. It adds to my everyday professional life, and I draw a lot of energy from it. It is also an opportunity to breathe new life into civic education classes, to make them more interesting and alive. Our world is becoming increasingly legalised, and to me it seems logical and essential that we raise children's awareness of the law as early as possible. Most often, it is a subject that children and teenagers know about from their family circle, or that they choose at random: a leap into the unknown when reaching university. Through InitiaDROIT, I give law initiation

classes to pupils of all ages, usually twice a year, with the length of the class depending on the age group. The lesson is based on a case study that is closely linked to the school curriculum. The aim is threefold: to show that law permeates every aspect of our lives; to show that justice is a difficult concept, where clear-cut “black and white” answers are rare; and lastly, to provide information on the legal profession and offer academic guidance. The sessions generally spark genuine debate with the pupils, calling into question all their preconceived ideas about justice and what they see on television. Discussions are intense and very interesting, and often tip over into the philosophy of law! ”

FACILITATING ACCESS TO LAW AND JUSTICE

Law and justice are our firm's core business, and we are therefore very happy to be able to provide free legal advice to the people and organisations that may need it.

Gide has been a member of the **Alliance of Lawyers for Human Rights** (AADH) since 2012. The Alliance offers neutral, free and confidential advice to bodies and NGOs dedicated to the protection of human rights and the environment. In 2015 and 2016, a dozen Gide lawyers offered free legal advice to member NGOs.

Additionally, several lawyers of the firm have been actively involved in the **Bus de la Solidarité's** evening rounds. Launched in 2003 by the Paris Bar Association, in partnership with Droits d'Urgence and the City of Paris, lawyers offer free legal advice on a wide range of legal issues to 5,000 people who could not otherwise afford it.

Our skills sponsorship policy is also growing abroad. In London, for instance, our lawyers are offering free legal advice to leading UK cancer charity **CLIC Sargent**, which provides moral, medical, financial and practical support to children going through cancer, along with their families. Several lawyers from that office have also chosen to get involved with the **Free Representation Unit**, which offers free legal advice to individuals in social security and employment tribunals.



Carole MAUCCI
Associate

Gobika THARMAGULASINGAM
Student at the Créteil faculty of law

FRATELI - CONVERGING VIEWS BETWEEN A MENTOR AND HER MENTEE

“ I had wanted to do volunteer work for a while, but it is not always easy to find the time! So when a partner at the firm introduced Frateli and told us about his role as a mentor, I liked the concept straight away, and the flexible format was easy to fit in with my schedule. I admire Gobika, my mentee: as well as studying hard, she is involved in a million projects! I try to give her my support and advice to help her in her educational and career choices. Being her mentor is a very rewarding experience on a personal level. And through the events organised by the charity, I get to meet lots of different people - other mentor/mentee pairs. I have always been interested in education and teaching, and I really appreciate being able to keep up a connection with a student who is just at the start of her career in the legal field. It is a real breath of fresh air in my everyday professional life. ”

Carole MAUCCI

“ I found out about Frateli through a lecturer at university. The idea of having a mentor was interesting to me, as I planned to pursue long studies without much family support. Communication with Carole is very easy: we see and text each other often. As well as my study and career questions, I tell her about my ups and downs, and she is always there to encourage me! My relationship with Carole and her professional environment is a great help: it has boosted my self-confidence and confirmed my career choice. I think we both draw a lot of positive energy from our mentor-mentee relationship. And I am really looking forward to going to see Carole at a hearing - it will be my first time at the law courts! ”

Gobika THARMAGULASINGAM

SUPPORTING THOSE MOST IN NEED

Solidarity plays a central part in our firm's *pro bono* commitment, with support offered to many charities combating poverty and exclusion.

In 2015, we entered into a new partnership with **Habitat et Humanisme**, offering our financial and skills support to help develop 'La Villa de Saxe', a social housing building in central Paris for 27 young people encountering social difficulties and striving for reintegration.

Gide also offers its long-standing support to the **ATD Fourth World Movement**, in particular its programme *Travailler et Apprendre Ensemble* (Working and Learning Together). The purpose of this programme is to develop innovative ways to organise work so that everyone can bring their experience to the growth of a company. As well as providing financial donations in 2015 and 2016, Gide's lawyers have repeatedly offered their advice on *ad hoc* legal questions.

“ Working and Learning Together is ATD Fourth World's research and testing lab as regards corporate organisation and management. Our aim is to identify the best practices to enable socially vulnerable people living in ultra-poverty to re-integrate the active population, with dignity and over the long term. We are very grateful to Gide for the support it offers, both financially and in employment law. This type of partnership is vital in our fight against poverty, as it requires that the integrated change their view of excluded persons, and vice versa. Gide's commitment shows that this change of view is underway, and we hope that it will inspire other economic partners to follow suit. ”

Didier GOUBERT, '*Travailler et Apprendre Ensemble*' Project Director within ATD Fourth World Movement.

In 2015-2016, the firm funded and advised several other charities and initiatives:

- ▶ **Sport dans la Ville**, for the integration of young people through sports;
- ▶ **Plan International France**, for the protection of children in the world's poorest regions;
- ▶ **Fondation Imagine**, in its search for medical advances against genetic diseases;



Juliette de WAELE
Associate



Ghita BOURQUOUQUOU
Associate

PLAN INTERNATIONAL FRANCE - PROVIDING LEGAL SUPPORT TO CHANGE THE NGO'S STATUS

“ We were contacted to offer our legal expertise to Plan International France, which was considering changing its status to “association reconnue d'utilité publique”, considered as a key stage in its development plan. We conducted a first diagnosis, which led us to the conclusion that such a status was hardly compatible with their *modus operandi*. We therefore recommended that they change from their current status, an “association loi 1901”, to a “fondation reconnue d'utilité publique”. We then worked on the entire change process, from the legal, tax and governance analysis through to the drafting of their articles of association and internal regulations, which are now in the process

of being registered with the competent authorities. We mostly work on corporate cases, so this experience was very interesting in that it gave us the opportunity to work on different issues - and to contribute to a good cause. The firm's *pro bono* programme encourages us all to work on *pro bono* cases, on the one hand, by making these cases available to us and, on the other hand, by giving us time credits to work on them properly. We were thus able to work as thoroughly on this case as we do on the corporate cases we handle for “normal” clients. ”

Juliette de WAELE and **Ghita BOURQUOUQUOU**

- ▶ **Perce Neige**, for the support of people with mental and intellectual disabilities, and their families;
- ▶ Further afield, Gide's Hong Kong office once again organised a collection of useful and educational gifts for disadvantaged children via **Box of Hope**;
- ▶ In Brussels, our lawyers took part in the **Running for Missing Children Europe** event for the second consecutive year.

“ The law is, by definition, firmly anchored in society and it is our duty, as professional legal practitioners, to commit to *pro bono* work. ”

Antoine LELONG,
Partner, member of the Pro Bono Commission

BEING A RESPONSIBLE EMPLOYER

In 2015-2016, our firm continued its ambitious social responsibility policy by fostering gender balance, working on diversity and improving the well-being of its teams.

PUTTING THE SPOTLIGHT ON THE FEMALE TALENT POOL

For several years now, Gide has faced up to the real challenge of gender balance in the corporate and business world. As well as applying fair remuneration, the firm has put into place concrete actions for the promotion of women, such as the management of non-linear careers and the roll-out of tools for the advancement of female talent.

In 2015, Gide launched two key initiatives. The first, called InspiringWomen@Gide, is a series of conferences by well-known women to our female lawyers and their clients. Three such meetings have already taken place:

firstly, journalist Florence Servan-Schreiber on the topic of super powers; secondly, former French elite rock climber Catherine Destivelle on self-confidence; and more recently, former leader of France's aerobatic team Virginie Guyot on leadership and trust.

The second initiative focuses purely on Gide and takes the form of round table meetings between women lawyers, from interns through to partners, to share experience and career tips.

OBJECTIVE: 30% women partners by 2025

“ In setting up InspiringWomen@Gide, it seemed important to us to work on personal development topics that are far-removed from law matters, for an invigorating break in our everyday professional lives. It was a great honour to welcome these three inspiring women, Florence Servan-Schreiber, Catherine Destivelle and Virginie Guyot; all three gave us breath-taking performances, and enabled us to build up our relationships both among ourselves and with our clients. We all left the conference room feeling empowered, and we truly wish to keep building on this programme. ”

Nadège NGUYEN,
Partner, member of the Executive Committee



Amélie PIRONNEAU
Human Resources Director

WHAT IS THE MOTIVATION FOR GIDE'S CSR POLICY IN TERMS OF HR?

It is absolutely essential for the promotion of talent: our firm has a significant proportion of young lawyers, averaging around 30 years old. The expectations of these young professionals have changed radically in relation to those of the previous generations. They are now much more aware of CSR, and much more demanding as regards the professional environment they choose to work in.

WHAT IS YOUR PRIORITY?

One of our priorities is to foster diversity, more particularly gender balance. To do so, we must reach a fair equilibrium: first, create the right conditions so that a greater number of women project themselves as, and reach the status of, partners; and second, recruit more men into our support staff population, which is still overwhelmingly made up of women. The first point is, of course, a CSR issue, but it is also a business issue, as we want to attract the best

and be in line with our clients' reality, with an increasing number of women joining corporate legal departments.

WHAT DO YOU THINK OF THE PROGRESS SO FAR?

We have been in an interesting dynamic for several years now, driven by the Executive Committee. We pay particular attention to the career paths of our lawyers so that they feel supported by the firm in their professional advancement choices.

GIVING AN OPPORTUNITY TO EVERYONE

Open-mindedness and humanity are two of our core values. Above and beyond our commitment to charities like Frateli and Proxité, which contribute to opening up legal careers to a greater variety of profiles, every year we offer two grants of excellence within the Sciences Po law school in Paris. These enable students with few financial resources and an excellent academic record to concentrate fully on their

studies. To meet even more talented individuals, Gide has organised a second edition of its Cover Letter Challenge, a competition open to students admitted to law school. Participants send in their anonymous cover letter to the firm and a jury of partners selects the 10 best ones. Their authors are invited to an interview, and the five best students receive a grant and the possibility of completing an internship at Gide.



DOING SOMETHING DIFFERENT

“ I am a translator by trade, but CSR and the environmental field have always been of particular interest to me. So when I was asked to coordinate the firm’s *pro bono* policy, I leapt at the chance. It is a rewarding experience, as I am in regular contact with charities I mostly knew nothing about. They all do incredible work, and I am proud to make my own small contribution to their success. Together with the Pro Bono Commission, I work to make these charities known within the firm and encourage lawyers and staff members to find out more about them by suggesting and organising charity events etc. I was also heavily involved with the Work Environment department in implementing the paper recycling policy – a great satisfaction for me, and an experience that I probably would not have had elsewhere! ”



Eleanor FORSHAW

Pro Bono Coordinator and Translator

STRENGTHEN THE COHESION OF TEAMS

For several years now, Gide has been increasing the number of actions aimed at strengthening social links within, and between, its teams, through the organisation of sports events, the *pro bono* programme, and general get-togethers. In 2015, for instance, the firm launched its Broaden Your Horizons cycle of conferences. Lawyers,

employees and interns are all invited to listen to guest speakers on topics that are far removed from law. Additionally, Gide has committed to the Happy Trainees review – by the interns themselves – in order to improve the integration of interns and the conditions of internships exceeding three months. The reviews have already led to several improvements, such as an adjustment of the internship allowance and the appointment of a tutor.

OPTIMISING OUR ENVIRONMENTAL FOOTPRINT

As well as meeting all regulatory obligations, Gide applies a specific and well-monitored environmental policy that aims to limit its consumption of energy and raw materials.

SORTING AND RECYCLING

With paper representing around 50% of the firm's total waste, the first major step in Gide's recycling policy was to implement a paper collection and recycling system. Conducted in partnership with major French recycling company Paprec - La Corbeille Bleue, the policy encourages the environmentally friendly behaviours of all firm members, with a specific paper waste basket placed in each office and at each copy point. Over 42 tonnes of paper were recycled in 2015, and the objective is to, ultimately, reach a 100% collection rate of office paper waste. Another recycling point was put in place in the firm's self-service snack area, with aluminium, glass and plastics recycling containers.

CONSUMING LESS ENERGY

Particular attention is paid to energy efficiency in the management of Gide's Paris offices, covering approximately 20,000 m² for 650 people. The environmental aspect is taken into account in all technical choices made related to the buildings. We are, for instance, continuing the replacement of our light bulbs with LED technology, which uses less energy, and we are reviewing the firm's cooling and heating systems.

A SOCIALLY RESPONSIBLE MANAGEMENT OF OUR BUILDINGS

Gide works closely with its peers, suppliers and service providers for the management of its buildings. The firm is represented within ARSEG, the main French network of work environment managers and directors, which offers an interesting framework to exchange best practices. Gide also contacts partner charities for all IT equipment and furniture donations. Lastly, in 2015, an in-depth reflection was led with our cleaning service providers to improve the working conditions of their employees, leading to a new organisation with more cleaners working during daytime hours.



Benjamin PITETTE
Work Environment Officer

“ We communicate about energy efficiency and recycling good practices in particular with the firm’s new arrivals, as we believe that raising the awareness of our lawyers and staff is a powerful lever. We have chosen to adopt a simple approach that is both incentivising and non-compulsory, so that it is accepted and applied by as many people as possible. ”

“ Our social and environmental impact now clearly weighs in the balance for all decisions pertaining to our activities, and particularly for the management of our premises. Whether in the fields of recycling, controlling energy consumption or our relationship with our service providers, our experience shows that we have everything to gain from more virtuous, and efficient, practices. ”

Frédérique MISK-MALHER, *Chief Operating Officer*

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