

Making an

IMPACT

as a Law Firm

Managing Partner Statement

I am pleased to confirm that Snellman Advokatbyrå AB reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

We remain dedicated to integrating sustainability into our daily operations, decision-making, and advisory work. Our aim is to uphold the highest standards of integrity, fairness, and transparency while contributing positively to society and the environment. By doing so, we strengthen the trust placed in us by our clients, employees, and partners.

In this annual [Communication on Progress \(CoP\)](#), we disclose our ongoing efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and to contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

Fredrik Olsson
Managing Partner



About this report: scope, period, and focus

This report summarises our sustainability disclosures for the July 2024–July 2025 CoP reporting period and covers Snellman Advokatbyrå AB in Sweden.

Snellman Advokatbyrå AB, formerly Hannes Snellman Advokatbyrå AB (referred to below as “Snellman”), has been a member of the UN Global Compact since 2020. The initiative supports companies in conducting business responsibly by aligning their strategies and operations with principles on human rights, labour, environment, and anti-corruption.

Our firm is committed to the Ten Principles of the United Nations Global Compact, with a particular focus on Reduced Inequalities, Climate Action, and Peace, Justice and Strong Institutions (Rule of Law).

Corporate citizenship and sustainability have been embedded in our culture and operations since the firm was founded in Stockholm in 2008. Examples of initiatives that support corporate citizenship and sustainability include:

In addition, Snellman’s advisory services include assisting clients in achieving their sustainability and ESG goals. Guided by Snellman’s core values — Ownership, Collaboration, and Collegueship — we aspire to continue promoting the development of future generations of lawyers and other professionals.

As in previous years, our sustainability focus aligns with three SDGs that are most material to a law firm’s role in society: Reduced Inequalities, Climate Action, and Peace, Justice and Strong Institutions (Rule of Law). This focus is reiterated in our 2024 CoP and reflects the emphasis already set out in our 2023 report.



Providing pro bono legal services



Making targeted donations to non-profit organizations



Lecturing at universities, legal associations, and other professional forums



Monitoring legal developments and participating in the drafting of legislation



Contributing to the Swedish Bar Association’s continued work in maintaining high ethical and professional standards within the legal profession in Sweden.

Our Values



People



Ownership



Collaboration

Governance and ethics

Sustainability is overseen at the highest level of the firm. As reflected in our CoP, the firm's leadership issues an annual statement on the relevance of sustainable development to our business and our continued commitment to the Ten Principles. This commitment is framed by our professional obligations: as a Swedish law firm, we are required to comply with Swedish and EU law and with the Swedish Bar Association's Code of Conduct, which sets ethical standards for our profession. These obligations inform how we approach risk, due diligence, and potential issues across people and planet.

We also maintain a formal process for members of our workforce to raise concerns about the firm's conduct on sustainability topics. For external stakeholders, the Swedish Bar Association offers a formal route for complaints about professional conduct, providing an additional safeguard that is characteristic of legal practice in Sweden.

Human rights & labour (SDG: Reduced Inequalities)

Our human rights and labour practices are anchored in Swedish law, including labour legislation and the European Convention on Human Rights. Within this legal framework, we are committed to non-discrimination, a safe and healthy workplace, and decent work. In the CoP period, we reported 60% women in managerial positions, an average gender pay gap of 0% when comparing jobs of equal value, and a recordable work-related accident rate of 0. These outcomes align with our long-standing emphasis on inclusion and equity and reflect ongoing work to build a culture where every colleague can thrive.

Where concerns do arise, employees have a formal avenue to raise them. This accountability framework complements our preventive work on non-discrimination, workplace safety, and professional development.

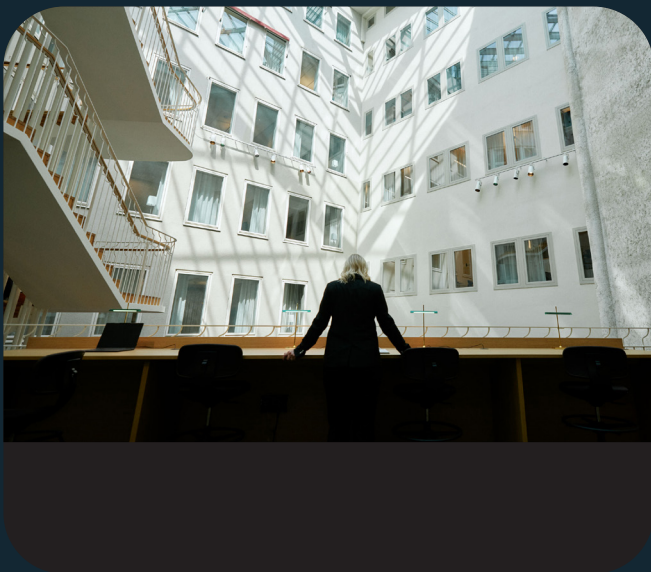
Environment (SDG: Climate Action)

As an office based professional services firm, our most relevant environmental levers are energy and resource use, travel, and waste. We operate under a general environmental policy that addresses these priorities; the policy was last revised 2023. In practical terms, we continue to work with our landlord under green lease provisions to reduce reliance on fossil fuels and increase renewable energy use; we emphasise online meetings and train travel to limit air travel; and we manage waste in line with our policy. These measures reflect the nature of our operations and the areas where we can directly reduce impact.

Beyond our own footprint, our greatest environmental contribution often comes through our legal advisory work. During the period, this included assisting Swedish Recycling in constructing a state of the art plastic recycling facility designed to improve plastics circularity in Sweden. We also routinely support clients in strengthening environmental compliance beyond minimum legal requirements, particularly in detailed permitting frameworks.

We therefore continue to pursue operational improvements while supporting clients in their environmental and climate-related planning where relevant.





Rule of Law & pro bono (SDG: Peace, Justice and Strong Institutions)

The most significant societal impact of a law firm is often indirect: upholding the rule of law and enabling responsible business through legal advice. In the CoP period, our corporate citizenship therefore continued to focus on the activities where our expertise is most useful: pro bono services, targeted donations to non-profits, lecturing at universities and professional forums, monitoring legal developments and participating in legislative drafting, and supporting the Swedish Bar Association's work.

Anti corruption

We maintain an anti-corruption compliance programme that covers conflicts of interest and practical conduct in areas such as gifts and hospitality, donations and sponsorships, and interactions with public officials. All employees receive training on anti-corruption and anti-bribery, and employee expenses require senior-manager approval. We also adhere to the Swedish Anti-Corruption Institute's Code to prevent corruption in business, advise clients on setting up anti-corruption compliance programs, and provide training to clients. In the reporting period, we reported no suspected incidents of corruption. As in other areas, our approach is shaped by Swedish and EU law and the Swedish Bar Association's Code of Conduct.



Looking ahead

In the coming years, we will continue to learn and improve across all five issue areas: governance, human rights, labour, environment, and anti-corruption, while concentrating our societal contribution where a law firm can make the most difference: advancing reduced inequalities, supporting climate action through our own operations and client work, and upholding the rule of law. This direction is stated in our CoP and remains aligned with the focus areas articulated in the 2023 report: Reduced Inequalities, Climate Action, and Peace, Justice and Strong Institutions (Rule of Law).

[Communication on Progress \(CoP\)](#)