



## OUR SUSTAINABILITY POLICIES

At Global Vietnam Lawyers, we believe that the legal profession holds a vital role in shaping a sustainable future for our communities and our planet. Our commitment to sustainability is driven by a profound understanding of our responsibility to not only excel in legal services but also to contribute positively to the world we live in.

As a forward-thinking law firm, we recognize the interconnectedness of environmental, social, and economic well-being. Our sustainability policies are carefully crafted to guide our operations, engagements, and collaborations towards the achievement of sustainable development goals. We strive to minimize our environmental impact, foster social equity and inclusivity, and uphold ethical standards in every facet of our practice.

Through these policies, we seek to inspire change, spark innovation, and encourage others in our industry to join us on this transformative journey. By integrating sustainability into our core values and business practices, we aim to pave the way for a legal profession that not only resolves legal challenges but also advances a sustainable and just society.

Together, we can make a meaningful difference and contribute to a future where legal excellence and sustainability go hand in hand.

### **Environmental Responsibility:**

- Energy Efficiency: Implementing measures to reduce energy consumption and promote the use of renewable energy sources within the firm's offices.
- Waste Management: Encouraging waste reduction, recycling, and responsible disposal of waste to minimize the firm's environmental footprint.
- Paperless Practices: Promoting digitalization to reduce paper usage and encouraging electronic documentation and communication.

### **Community Engagement:**

- Pro Bono Work: Committing a certain percentage of billable hours to pro bono work for disadvantaged individuals or organizations in need of legal assistance.
- Community Partnerships: Collaborating with community organizations and nonprofits to support social causes and contribute to the local community.

### **Diversity, Equity, and Inclusion (DEI):**

- Promoting Diversity: Committing to a diverse workforce and fostering an inclusive workplace where individuals from all backgrounds feel welcome and supported.
- Equal Opportunities: Ensuring equal opportunities and fair treatment for all employees, regardless of race, gender, ethnicity, religion, or other characteristics.

### **Ethical Conduct:**

- Compliance with Regulations: Adhering to ethical and legal standards in all business operations and ensuring compliance with laws and regulations governing the legal profession.
- Transparency and Integrity: Upholding transparency and integrity in client interactions, billing practices, and overall business conduct.

### **Client Education and Advocacy:**

- Promoting Sustainable Practices: Advising clients on sustainable business practices and incorporating sustainability considerations in legal advice and strategies.
- Advocating for Sustainability: Encouraging clients to adopt environmentally responsible and socially conscious practices.

### **Continuous Improvement:**

- Regular Assessments: Conducting regular assessments of sustainability initiatives and setting goals for improvement in various areas such as energy efficiency, waste reduction, and community engagement.

By integrating these sustainability policies into our operations, Global Vietnam Lawyers can demonstrate our commitment to social responsibility and environmental stewardship while fostering a positive impact on the community and our employees.