

The logo for I&O Partners, featuring the text "I&O Partners" in a white, sans-serif font. The ampersand is stylized. The logo is enclosed in a white square frame with a small gap at the top and bottom.

I&O Partners

A grayscale photograph of a city street, likely in Sofia, Bulgaria. The street is paved with cobblestones and lined with multi-story buildings. A tram is visible in the middle ground, moving from left to right. The sky is overcast. The overall tone is muted and professional.

I&O Partners' Corporate Social Responsibility Report 2022

We are moving forward with you



Content

3 A Word from our Managing Partner

4 Human Rights

5 Labour

8 Environment

10 Anti-Corruption



A word from our Managing Partner



I&O Partners is a value-driven company, and we believe in setting an example for responsible operations, which is why we base all of our activities on the notion of corporate, social, and environmental responsibility. Leading by example is our way of achieving change, where we believe that long-term sustainable business practices and the promotion of equality and justice lead to true integration of social and environmental concerns into all areas of our operations.

In this annual corporate social responsibility report, we describe our actions to continually improve the integration of the UN Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information to the general public using our primary channels of communication.

I&O Partners Attorneys Ltd continues to support the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Sincerely yours,

Andrei Aganimov
Managing Partner



Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

We do not accept assignments where our participation or advice would enable human rights violations or breaches of international conventions. In 2021 we updated our plan for pro bono work and refocused our assignments to those promoting a just, equal, and non-discriminatory society. We concentrate our pro bono work on organizations supporting children, youth, and women, and through this promote the advancement of basic human rights in our society. In 2022 we have supported people in need through Finnish Red Cross and Save The Children and offered pro bono services to Ukrainian individuals and organizations.

Our goals in 2023:

- We will continue to monitor and ensure that our participation in assignments and advice given to clients adhere with international conventions on human rights;
- We will select pro bono partners, where our focus will be on organizations working closely with children, youth, and women;
- We will implement a practice where our employees can allot one paid workday per year to focus on pro bono work or training on human rights; and
- We will encourage our employees to educate themselves as well as their surroundings on human rights, and we will promote courses and seminars relating to the subject.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.





Our low hierarchy organization enables a higher engagement from our employees, where we respect the input of every employee, regardless of their professional title. We strive to provide equal opportunity advancements for each employee and are committed to the idea of equal pay for equal work.

We promote a healthy work-life balance and strive to provide our employees with tools for recovery. This is done, for example, through providing our employees with a weekly in-house yoga instructor, as well as providing exercise benefits for all our employees. We are thus committed to considering our employees' health and well-being as a whole, where we stress the importance of providing individual solutions to each individual employees' needs.

We believe in a healthy workplace and strive to improve the work-life balance for all of our employees. This is done through:

- Providing flexible opportunities for remote work;
- Adjustable working hours;
- Extensive healthcare;
- Exercise benefits including weekly yoga sessions at the office;
- Paid leave in order to stay at home with a sick child as well as childcare options; and
- Encouraging employees to participate in seminars, trainings, and courses.



In 2022 we have implemented a working time bank in which the workload of our employees is monitored monthly. This has given employees a data-based view of their workload, as well as provided managers with the information needed so that individual solutions to an employee's needs can be acknowledged. Managers also monitor the workload of the employees on a more frequent level in order to ensure an even distribution of work.

We have been successful in working towards a more balanced gender diversity throughout the levels of our organization. We have especially succeeded in balancing the gender ratio in the manager level of the firm.

Our goals for 2023 include implementing a personnel survey with which we will be able to measure the wellbeing of our employees.


Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.





We aim to work as environmentally friendly as possible, where sustainable solutions and practices are factors that we continuously seek to develop and implement into our daily routines. We are aware of the urgency of all climate work, which is why our goal is to be carbon neutral.

We aim to reduce our carbon footprint through small, daily acts, such as providing plant-based alternatives in our employee kitchen, and through conscious printing. We avoid unnecessary air travel and compensate for its emissions when travel is unavoidable. We additionally source our office supplies from a supplier that likewise is committed to the UN Global Compact's principles. Digitalization has brought forth an abundance of tools with the help of which paperless work and remote meetings are possible. We additionally actively seek out new tools with which our work can be made more effective and thus also more sustainable.

In 2022 we have implemented measures to reduce our carbon footprint. We have, for example, replaced nearly all single-use plastic water bottles provided to our employees with a drinking water dispenser, and further developed our recycling options. We are also in a process to measure the greenhouse gas emissions of our firm for this year.

In 2023, we aim to:

- Implement a detailed plan on how to reduce our total carbon footprint once we have measured our greenhouse gas emissions;
- Start offering commuter benefit for our employees to encourage them to use public transportation instead of private cars; and
- Survey the different opportunities that exist for compensating our emissions and implement a tool with which this can be done.



Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

We are committed to the Finnish Advocates Act and the Professional Code of Conduct of the Finnish Bar Association. We adhere to the ethical and legal standards within our industry and actively, both externally and internally, work against corruption and bribery.

- Assignments that can be connected to money laundering and the financing of terrorism are not accepted, and we regularly monitor notices and sanctions lists from different authorities.
- We verify that our assignments comply with international rules and regulations and adhere to international standards related to the fight against money laundering and the financing of terrorism. This is done through conflict checks before accepting an assignment, as well as Know Your Clients procedures.

In 2022 we have improved data security through a data security training for all our employees.

In 2023 we will implement data security, anti-corruption and risk assessment, and management training for all our employees.

Your success.
Our commitment.

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