

Corporate Social Responsibility

Kennedy Van der Laan

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Since its incorporation in 1992 Kennedy Van der Laan has always been a socially involved and sustainable company. We express our sense of social responsibility in the way in which we work and think. Some of the many examples are: making part-time work possible for everyone, having organic food available in our cafeteria where we all eat lunch, having a fitness center in the office,



recycling coffee cups and paper, using recycled products wherever possible, generating part of the energy we use from solar collectors on our roof, sensors in all the rooms to automatically turn off the lights when the room is not in use, having a crèche available in our building for the children of our employees, acting as volunteers in all sorts of socially valuable functions and activities, and much more.

A number of years ago we decided to give more structure to our activities and created a group within the firm responsible first for creating a full picture of all the activities we are engaged in and secondly for proposing a strategy for how we can deepen and broaden our commitment to socially responsible business. We have identified four areas in which we can make a difference: **our clients, our people, our immediate environment and society and sustainability.**

Our clients is about our respect for our many clients who have also made a commitment to corporate social responsibility and who - just like us - are also facing the challenge of putting their commitment into practice in the most effective way. We honor their efforts and like to share our experiences. We provide our clients with legal services, where possible at reduced rates, and staff members of Kennedy Van der Laan support projects of a number of clients by devoting their time as volunteers. Some examples are: Fairfood International, Greenpeace, Stichting Zwerfjongeren, STOP AIDS NOW! and Women Win.



Our people is about ourselves, the staff members of Kennedy Van der Laan, and about the way we work together. We appreciate flexible working hours and part-time days and a diverse workforce. Besides, we offer our people a healthy work environment with good work places, healthy food, fitness facilities and childcare. We ensure the fathers and mothers in our firm that they will not run into "glass ceilings" or "mommy or daddy walls". Because we think that diversity amongst our people is important, we collaborate with Young Global People in order to increase our reputation amongst multicultural students and, consequently, the influx of these talents into our office.

Our Direct Environment and Society is about caring for those around us, both near and far. Nearby, for instance, we support a local community mediation project and we devote ourselves



to the local film house, Het Ketelhuis. Every day the animals of the children's farm Westerpark enjoy eating the leftovers of the office lunch. We offer traineeships for students who have problems finding a job in the legal profession. Each year our sports-loving colleagues participate in the Rotterdam-Paris Run (Roparun) to collect money for children with serious illnesses. Others are active in an organization that assists lawyers in countries where their independence and sometimes even their lives are in danger (www.advocatenvooradvocaten.nl). Within our sponsoring guidelines we donate money to not-for-profit organizations, especially to organizations in which staff members of Kennedy Van der Laan are actively involved.



Sustainability relates to all office supplies that are used by Kennedy Van der Laan. When purchasing office supplies we try to check what their effects on the



environment are. For instance, our staff members do not have a company car but a company bike. As a standard, our printers only produce two-sided prints and we drink sustainable coffee of "Beautiful People". Of course we use "green power" and when buying lamps and office supplies we always take the energy consumption into account. Thus we have achieved that our firm is carbon neutral.



For this and a lot more information about our activities and our social involvement please visit our website at www.kennedyvanderlaan.nl/csr.



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