



NMCG

AVOCATS ■ ASSOCIÉS

2022/2023 RESPONSIBILITY PRE-REPORT

Economic, social and
environmental contribution by the
NMCG Avocats firm in France



Arnaud
BLANC DE LA NAULTE
**Founder and partner
NMCG Avocats**

EDITORIAL

The crisis we've just experienced has considerably accelerated awareness and changed the expectations of the French whether at management level, from a start-up to a multinational, or at employee level.

As our Firm is committed to providing you with the highest quality service, we need to take a little bit more responsibility every day to be part of a more desirable future and move towards more sustainable consumption that respects the environment.

Our desire to maintain our position in the legal landscape and thus confirm our status as a Firm of excellence, also leads to our involvement in social issues of equality, transparency, security etc.

Our profession allows our clients and partners to use their voices to enforce their rights, desires, ideas, projects. Our goal is to create lasting value for and with our clients.

We've already been pursuing this mission over the past several years but it was important to include all of these objectives in our common concerns so that they play an unprecedented role in transforming our Firm for the benefit of the economy, the environment and our teams.

This document is printed on
100% recycled paper with
non-solvent based inks.

THE FIRM

The notion of **sustainable development is currently taking on even greater importance** within the Firm, with a clear statement of the corresponding issues when it comes to preparing our future projects. NMCG Avocats is increasingly committed to these issues.

“THIS SURVEY WILL BE THE BASIS OF OUR CORPORATE COMMITMENTS STRATEGY, WHICH WILL BE PUT IN PLACE IN 2023. THIS STRATEGIC REPORT THUS CONCENTRATES ON OUR DESIRE TO MEET OUR STAKEHOLDERS’ EXPECTATIONS

This report is the fruit of the **personal contribution of each partner and employee**. During 2022, NMCG worked with Aleron* - a consulting company specialising in sustainable development, CSR and social innovation - to conduct a materiality survey via digital tools. This enabled us to find out the opinion of more than 1,000 internal and external stakeholders.

The results of this survey represent a **particularly rich source of information** that allows us to understand their concerns correctly: various environmental issues, strong expectations regarding data security, ensuring the quality of our service, developing our talent in a healthy environment etc.

This survey will be the basis of our corporate commitments strategy, which will be put in place in 2023. This strategic report thus focuses on our desire to meet our stakeholders’ expectations: **a Firm that evolves sustainably and responsibly meeting all needs and acting to become a benchmark not only in legal terms but also regarding corporate responsibility.**

KEY FIGURES

2008
creation of the Firm by 4 lawyers

1 OFFER
full service in business law

50/50
disputes and consulting

€€
turnover steadily increasing
since its creation

20
training hours for each of
our lawyers

50
employees in 2022

1
"Le Cercle" professional club

57%
of partners are women

6
towns in France

46%
employees in Paris

54%
in the rest of France

13
partners

65%
women

35%
men

1
"Qualiopi" certification

1
international network

2,300
lawyers around the world

18
distinctions in rankings of
the top law firms in 2021
and 2022

CURRENT ORGANISATION*

THE PARTNERS



Arnaud
Blanc de la Naulte



Laurent
Courtecuisse



Sonia
Abodja



Thomas
Mélen



Cyril
Chabert



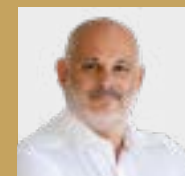
Lauren
Sigler-Chain



Frédéric
Levade



Bernardine
Tyl-Gaillard



Olivier
Castellacci



Claire
Peroux



Charlotte
Souci-Guedj



Cécile
Costiera Giamarchi



Valérie
Reynaud



“WE OFFER A TOTALLY ADAPTED AND PERSONALISED SERVICE THANKS TO THE WIDE RANGE OF DEPARTMENTS THAT MAKE UP OUR FIRM, EACH WITH ITS OWN SPECIFIC KNOW-HOW”

“WE EXERCISE OUR ACTIVITY IN BOTH CONSULTING AND LITIGATION TO UNDERSTAND EACH OF THE FILES WE HANDLE BY LOOKING AT THE BIGGER PICTURE”

OUR RAISON D'ÊTRE

NMCG Avocats is an association of lawyers founded on a wide range of values shared by all of its partners and employees.

We share our knowledge and skills that apply and adapt to each of our clients, whether a company, a regional authority, a non-profit organisation, etc.

We offer a totally adapted and personalised service thanks to the wide range of departments that make up our Firm, each with its own specific know-how.

We exercise our activity in both consulting and litigation to understand each of the files we handle by looking at the bigger picture. For us, this approach is the only way to ensure consistency in the legal solutions offered.

With a view to adapting to the vitality of the economic market, besides the reactivity and dynamism that are our Firm's watchwords, we also offer our clients a high degree of availability and mobility with the aim of anticipating their essential needs.

None of this would be possible if we weren't a human-sized firm, which guarantees that each of our clients receives in-depth understanding, personalised advice and close attention when it comes to handling their file.

OUR VISION

Since the start of the public health crisis, the NMCG Firm's strategy has been to refocus on longer term issues, like: **improving its ability to innovate, setting up a working environment allowing everyone to expand their skills and grow in a healthy environment** and finally, increasing our expertise in France and around the world but with a positive corporate footprint.

Our ambition is to create sustainable value for our clients, our employees, the Firm but also for all stakeholders who interact with NMCG Avocats.

OUR CLIENTS

From start-ups to multinationals on the French CAC40 and foreign companies.

OUR EMPLOYEES

All of our employees, whatever their profession, have highly specialised training dedicated to the requirements of the legal department within which they work.

During our recruitment process, we obviously analyse the applicant's career path and professional skills but **interpersonal skills are an essential part of the Firm's selection process**. In fact, it is essential that all of our human resources can interact together in a healthy atmosphere and team spirit. We are convinced that **united we can go further in any situation that arises**.

These years of the public health crisis were marked by the development of flexibility in the workplace. Our challenge was to respond to these new habits but also

maintain a physical link between the teams to maintain the human relationships that make our Firm a healthy environment conducive to individual development and fulfilment.

“THE NMCG FIRM IS REFOCUSING ON LONGER TERM ISSUES, LIKE: IMPROVING ITS ABILITY TO INNOVATE, SETTING UP A WORKING ENVIRONMENT ALLOWING EVERYONE TO EXPAND THEIR SKILLS AND GROW IN A HEALTHY ENVIRONMENT”



LawExchange
INTERNATIONAL



NMCG IN FRANCE AND OVERSEAS

Since January 2021, NMCG Avocats has been an integral part of the Law Exchange International network.

Our aim on joining this network, in the form of an association of independent law firms, is to provide our clients with a complete and transparent legal service giving them access to local trustworthy legal advisers worldwide.

NMCG is the only representative of this network in France.

“**LISTENING TO OUR
STAKEHOLDERS
ALLOWS US TO
UNDERSTAND HOW
THEY PERCEIVE OUR
FIRM AND THEIR
EXPECTATIONS**”

OUR CSR STRATEGY

OUR ECOSYSTEM

The Firm is a complex organisation that involves different players and stakeholders in its activities. In fact, to ensure its resources are managed effectively and efficiently, NMCG Avocats must work with different internal and external departments and entities.

Below is an overview of the dialogue process.

CLIENTS

Helping our contacts with their problems and projects. Allowing them to understand their environment and act for long-term growth.

EMPLOYEES

Developing their skills, allowing them to be promoted in-house, fostering a working environment.

SUB/JOINT CONTRACTORS

Innovating, evolving, building together.

COLLEAGUES BUT ALSO COMPETITORS

Creating an environment where each individual can surpass themselves to achieve the best and help the world of the law and access to justice evolve.

SUPPLIERS

Favouring and contributing to local and national development by our chain.

LAW EXCHANGE INTERNATIONAL

Ensuring our expertise in France and worldwide. Having our overseas-based clients benefit from an international network of trustworthy lawyers.

MATERIALITY ANALYSIS

NMCG Avocats has created a new dialogue dynamic with its stakeholders by carrying out a survey among the latter in 2022 about their expectations of the Firm.

All of the employees, support functions and nearly 1,500 external stakeholders were invited to express their opinion on the importance of corporate responsibility issues for NMCG and on its performance. More than 1,000 of them replied, allowing us to build a materiality matrix of corporate responsibility issues.

This analysis consists in identifying and prioritising the different issues relating to our economic, social or corporate responsibility. The matrix below represents the level of importance of the subjects depending on our stakeholders' priorities and their impact for NMCG.

External stakeholders have thus **identified exemplary business conduct** (quality of service and advice, data confidentiality, business ethics and policy against corruption) as a **priority issue for NMCG**. The environmental footprint (greenhouse gas emissions, use of responsible products etc.) is considered as falling short of expectations at the moment.

Internally, priority expectations concern the working environment and the advancement of individuals, ongoing dialogue with Management as well as a positive corporate footprint.

“EXTERNAL STAKEHOLDERS HAVE THUS IDENTIFIED THE EXEMPLARY CONDUCT OF BUSINESS AS A PRIORITY ISSUE FOR NMCG



Source: Aleron

**“THIS ANALYSIS
ALLOWED US TO
IDENTIFY THREE
MAJOR PILLARS FOR
NMCG**

THE THREE AREAS OF OUR RESPONSIBILITY STRATEGY

This analysis allowed us to identify three major pillars for NMCG.



ISSUE NO. 1 - BUSINESS

Creating value for our clients



ISSUE NO. 2 - TALENT

Developing talent in a healthy environment



ISSUE NO. 3 - ENVIRONMENT

Having a positive environmental impact

ISSUE NO. 1

CREATING VALUE FOR OUR CLIENTS

Our materiality analysis shows us the importance of ensuring our activity by being respectful of ethics and being capable of protecting our clients and employees' data while continuing to offer a high-tech tailor-made service.

- Quality of service and advice
- Business ethics/Fight against corruption and fraud
- CSR legal service offer
- National presence
- Data confidentiality and cyber security
- Pro bono activities and commitments to charitable organisations

NMCG IS ALREADY...

“ WE HONE THE EXPERTISE AND SKILLS THAT EACH PERSON WISHES TO DEVELOP ON A DAILY BASIS ”

The Firm's goal is to create value for its clients by providing them with innovative tailor-made solutions that meet their specific needs. To achieve this goal, the Firm concentrates on a thorough understanding of its clients' wishes, as well as on a result-driven approach. NMCG Avocats also promotes a close collaboration with them throughout the service provision process, by involving them at every stage and ensuring that their comments are taken into account to continually improve the quality of its services.

QUALITY OF SERVICE

In order to guarantee the quality of their missions in accordance with ethical rules, NMCG Avocats partners ensure that they comply with fundamental pillars every day, notably:

1. Regular technical and cross-disciplinary training of its employees. We hone the expertise and skills that each person wishes to develop on a daily basis.

Each employee can benefit from a training plan. Concerning technical training courses, our employees have the resources they need to update their knowledge daily. Individual external training courses are also offered by theme if needed. Our employees also receive cross-disciplinary training, such as negotiation, management etc. Should we

not have the internal skills/knowledge to fully meet our clients' requests, **we don't hesitate to call on our partners.**

2. Remaining objective while maintaining our professional curiosity by asking all the necessary questions with the aim of obtaining satisfactory answers.
3. Respect for rules of ethics and confidentiality throughout the handling of files.

“ TO BE AS CLOSE TO OUR CLIENTS' NEEDS AS POSSIBLE, WE OPERATE THROUGHOUT FRANCE. ”

TERRITORIAL ANCHORING

To be closer to our clients' needs, we operate throughout France. NMCG Avocats is also a part of the Law Exchange International network that brings together nearly 2,300 lawyers worldwide. This membership is the **guarantee that our clients will find the right contact person who shares our values, in most of the countries where they operate but also where they would like to operate.** Thanks to our international experts, advice, reactivity and the relevance of the support given are optimised.

COMPLIANCE

Our responsibility is reflected in our legal practices among our clients and partners as well as all of our stakeholders, suppliers and rivals, towards which we advocate fair practices.

Our practices are guided by the ethical rules of lawyers towards full compliance and zero tolerance with regards to corruption and risks of fraud, money laundering and other illegal practices.

SUSTAINABLE PURCHASING

Throughout the life cycle of products or services, NMCG Avocats takes into account the impacts of its "purchasing" activity on the environment and society.

We favour lasting business relationships with our suppliers from economical, ethical and commercial standpoints. NMCG therefore makes sure that it reduces its impact by including environmental criteria throughout the purchasing process, developing the contents of products and services purchased and promoting the choice of suppliers committed to an environmental and societal approach.

Purchases are also the subject of a study to guarantee environmentally-friendly production and transformation procedures that respect working conditions.

“WE FAVOUR LASTING BUSINESS RELATIONS WITH OUR SUPPLIERS FROM ECONOMICAL, ETHICAL AND COMMERCIAL STANDPOINTS.”

”

“OUR LAWYERS ARE MAKING IT THEIR PERSONAL COMMITMENT TO MEET CURRENT SOCIETAL ISSUES THROUGH DIFFERENT NON-PROFIT ASSOCIATIONS

PRO BONO AND CHARITABLE ACTIVITIES SUPPORTED BY EVERYONE

Even if our Firm is business-oriented, it does not mean it isn't **dedicated to basic freedoms and human rights**.

Today, some of our lawyers are making it their personal commitment to respond to current societal issues through different non-profit associations. This commitment may take several forms:

”

■ a regular **financial commitment** with French or international associations. But also a financial contribution during donation collection campaigns. AS an example, we questioned our employees to find out what the associations were, with the following answers: **PSE: pour un sourire d'enfant** (humanitarian children's aid association that works in Cambodia to lift the most disadvantage children from poverty and lead them to a trade), *Le Téléthon*, *The Red Cross*, *Les Restos du Cœur*, *Plan International France*, *Amnesty International*. Finally, every year two of our partners from the Paris office contribute to **Terre d'Impact**, the endowment fund of the French Tennis Federation sponsored by Yannick Noah, through their membership of the France Tennis Club.

■ a **voluntary commitment**. Some of our employees also give their time to these associations to contribute to initiatives set up by each of them.

■ **A commitment of skills.** Pro bono is still not very widespread internally even if each of our members is convinced of the need to guarantee universal access to justice.

We were however able to make an inventory, through our different French offices, of pro bono activities to give legal advice to associations, NGOs, etc. by providing legal services to the **Ligue contre le Cancer** (league against cancer) and doctors concerning medical responsibility for example. Other lawyers handle cases of underprivileged people who do not have the chance of having recourse to Legal Aid on a voluntary and free basis.

Besides the fact that our partners and employees are convinced of their role as defender of freedoms, the same applies when it comes to providing their support to organisations to keep the Arts alive as well as promoting them to a wide audience.

So, at Firm level, our Nice office became “patron benefactor” of the Anthéa Antipolis theatre in January 2023.

We want to **continue to ingrain the pro bono initiative in the Firm’s culture and habits**. It is essential all members of the Firm are involved whether employees or partners.

“**WE WANT TO
CONTINUE TO
INGRAIN THE PRO
BONO INITIATIVE IN
THE FIRM’S CULTURE
AND HABITS.**”



ISSUE NO. 2

DEVELOPING TALENT IN A HEALTHY ENVIRONMENT

It's important for us and our development to create value for our employees too. Our goals are to be in a position to attract new talent, develop and retain it. We endeavour to maintain a stable environment where everyone can bloom and find a balanced life.

- Employee wellbeing
- Human rights and work practices
- Growth of talent and career development/
Attracting, retaining and hiring talent
- Non-discrimination

NMCG IS ALREADY...

“AT NMCG AVOCATS, WE SHARE STRONG COMMON VALUES OF MUTUAL ASSISTANCE AND SHARING KNOWLEDGE WITH OUR EMPLOYEES

”

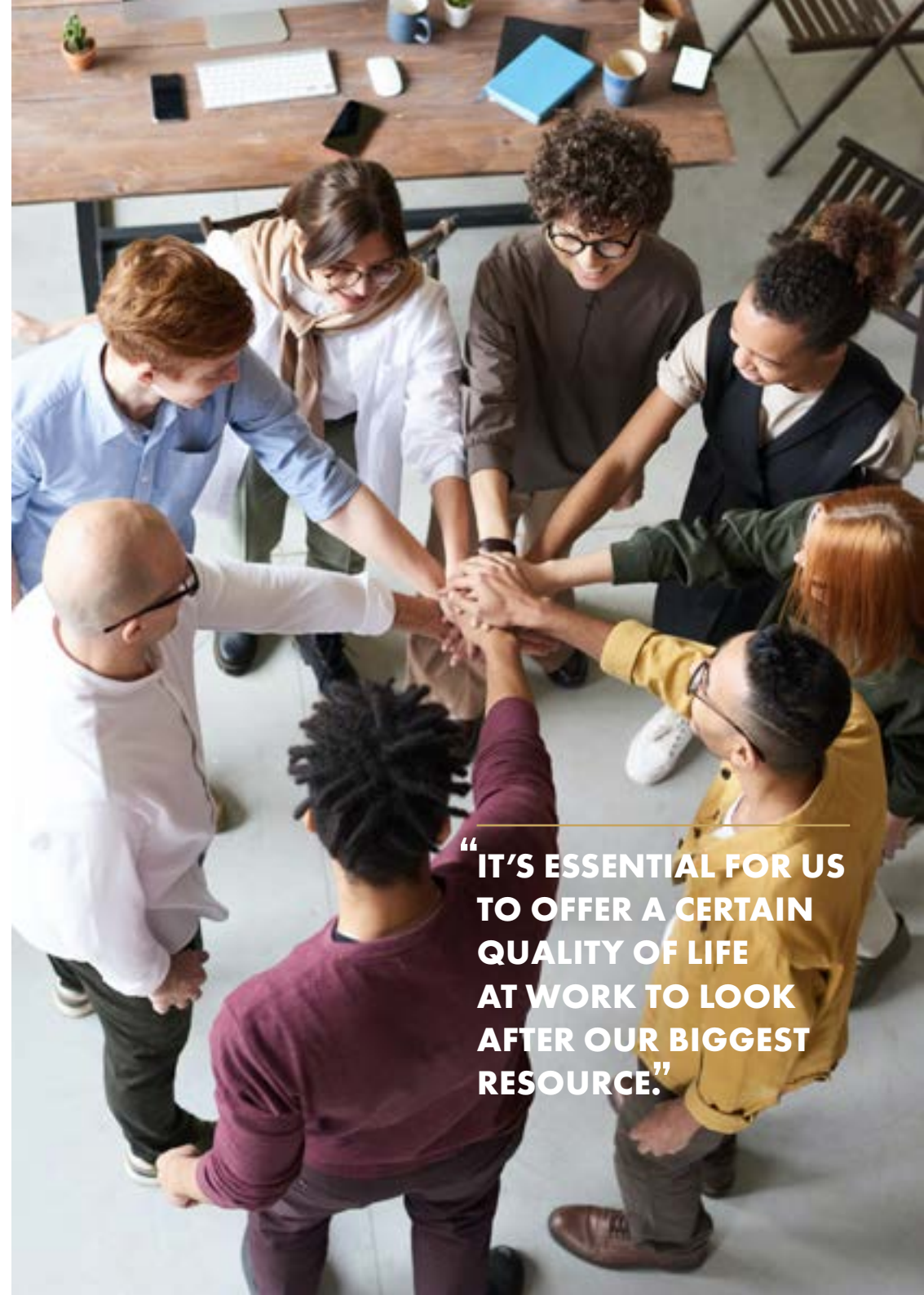
Promoting community spirit: at NMCG Avocats, we share **strong common values of mutual assistance and sharing knowledge with our employees.**

Our expertise is built on the comprehensive knowledge of our subjects, skills as well as the diversity of the members that make up our Firm. These pillars come together so we can create added value for our clients.

It's therefore essential that we **offer a certain quality of life at work to look after our biggest resource.**

RECHARGING OUR BATTERIES TOGETHER

At NMCG Avocats, it's important to share well-deserved moments of relaxation with the teams to thank them, to talk about things freely but also to take stock of what we've undertaken and consider the future. We are therefore increasing **initiatives to strengthen ties and cohesion within our teams**, whether through organising events, sporting fixtures or moments of fun together. This desire to get together was passed on to the different teams in France during the Firm's annual meeting over a weekend.



“IT'S ESSENTIAL FOR US TO OFFER A CERTAIN QUALITY OF LIFE AT WORK TO LOOK AFTER OUR BIGGEST RESOURCE.”

“THIS DIGITAL MEDIUM IS ONE OF THE FIRM’S TOOLS TO CREATE UNITY BETWEEN THE DIFFERENT NMCG OFFICES LOCATED ACROSS FRANCE”

PROMOTING ALL OUR OFFICES

To keep a quality of dialogue and information internally, **NMCG Avocats** has created “**Le Débrief**”, a monthly in-house newsletter intended for all employees (from the intern to the partner also including support functions). This digital medium is one of the Firm’s tools to **create unity between the different NMCG offices located across France.**

ADAPTED AND COMFORTABLE WORK SPACES

Our offices have reconfigured their premises and developed a living space dedicated to employees where they can chat, lunch or have a break to recharge their batteries. **Social hubs to favour friendly and informal discussions.**

WORK IN A NEW ERA

The pandemic dramatically changed how we work. In fact, it isn’t common for lawyers to work from home. This has been made possible by setting up a new organisation in our different teams to reduce the commute and allow a better work-life balance **in favour of efficiency and collective performance.**

This hybrid way of working prompted the Firm to renovate its IT equipment to make remote connections safer and invest in new tools so as not to break the bond between employees.

“SINCE SEPTEMBER 2022, WE HAVE SET UP A PARTNERSHIP WITH THE COMPANY HORS NORMES NOW BENE BONO TO OFFER A BASKET OF VARIED SEASONAL ORGANIC FRENCH FRUIT EVERY WEEK”

The direct consequence of this is to better protect data and ensure information security. Protection of personal data and confidential information of our clients, partners and employees is an integral part of NMCG Avocats’ missions, our workforce being subject to a legal obligation of professional confidentiality.

FAVOURING WELLBEING IN A DEMANDING ENVIRONMENT

Since September 2022, we have set up a partnership with the company Hors Normes now Bene Bono to offer a basket of varied seasonal organic French fruit every week.

Too small, too big, too bendy for supermarkets, it’s **an anti-waste approach but also a way of supporting our producers and manufacturers** by buying their shop-refused products due to non-standard sizes.

TRAINING AND DEVELOPING THE SKILLS OF OUR TALENT

NMCG Avocats' goal is to offer its clients the best quality of service. With this in mind, we try to **offer employees an enriching professional experience throughout their career**. So we don't hesitate to invest in development and training so they can achieve their full potential.

The Firm has approached universities to create an internal circle with our employees to allow them to have exclusive access to choice training courses.

In addition, the Firm is part of several external clubs and/or professional associations to keep up to speed with the latest legal news. For example, **our labour law department is a member of Avosial, a leading employer lawyer association.**

Since 2021, we have made English lessons available to those who want them. Some partners have put a patronage system in place for the youngest employees to help them progress more and allow them access to certain types of files more quickly.

EMPLOYEE PERFORMANCE AND DEVELOPMENT REVIEWS

In addition to annual performance and development

“NMCG AVOCATS' GOAL IS TO OFFER ITS CLIENTS THE BEST QUALITY OF SERVICE. WITH THIS IN MIND, AS AN EMPLOYER, WE TRY TO OFFER EMPLOYEES AN ENRICHING PROFESSIONAL EXPERIENCE

”

reviews held for all of our employees, we don't hesitate to also offer optional interviews on important themes like promotion and the empowering of our talent.

CULTIVATING AND SHARING OUR PASSION FOR THE PROFESSION

To support students in their efforts to advance in the world of the law, **we have created a training centre with the aim of taking the students who join the Firm as interns under our wing.**

Every year, regardless of department, we welcome between 25 and 30 young people in their third year of law school or judiciary school for a period ranging from three to six months. And on a more occasional basis, one-week discovery internships.

ON several occasions, the Firm has not hesitated to transform and build a long-term relationship with this young talent by having them join us as legal practitioners and then lawyers on leaving law school.

“THE FIRM HAS NOT HESITATED TO TRANSFORM AND BUILD A LONG-TERM RELATIONSHIP WITH THIS YOUNG TALENT BY HAVING THEM JOIN US AS LEGAL PRACTITIONERS AND THEN LAWYERS ON LEAVING LAW SCHOOL.

”

A HEALTHY MIND IN A HEALTHY BODY

Numerous sports activities have been put in place to encourage cohesion and personal balance. To this end Paris has a gym in its premises, totally and exclusively dedicated to its employees. In partnership with TrainMe, a Yoga or Pilates sports coach comes to the Firm every two weeks.

We also wanted to **contribute to this desire for mental and physical wellbeing** by signing a partnership with service providers from whom we can order healthy, varied meals cooked with products from local distribution channels.

FIGHT AGAINST DISCRIMINATION, MENTAL HARASSMENT AND SEXIST CONDUCT

NMCG Avocats makes its teams aware of how to prevent serious non-ethical behaviour. NMCG Avocats regularly opens up dialogue on these subjects to let those people who wouldn't dare do so speak openly.

GENDER EQUALITY

At NMCG Avocats, **we're convinced that equality between men and women is an integral part of our mission both in terms of the evolution of our profession and the development of a healthy internal environment.** In 2022, women represented a majority of more than 50% of the total workforce as well as 57% of the partners.

NMCG ensures that promotions and salaries between its female and male employees are fair at each stage of the yearly review process.

“NUMEROUS SPORTS ACTIVITIES HAVE BEEN PUT IN PLACE TO FAVOUR COHESION AND PERSONAL BALANCE.”

”

“WE'RE CONVINCED THAT EQUALITY BETWEEN MEN AND WOMEN IS AN INTEGRAL PART OF OUR MISSION BOTH IN TERMS OF THE EVOLUTION OF OUR PROFESSION AND THE DEVELOPMENT OF A HEALTHY INTERNAL ENVIRONMENT”

ISSUE NO. 3

HAVING A POSITIVE
ENVIRONMENTAL IMPACT

To maintain a commitment to quality alongside our clients as well as accompany our growth, it is essential that we take a little bit more responsibility every day. But this requires more human and material resources. It's important for us to continue to grow by doing it correctly and this also involves our ability to reduce our environmental impact.

- Waste management and recycling
- Lower consumption if possible (paper, ink, etc.)
- Green reusable products in the office
- GREENHOUSEgas emissions linked to travel

NMCG IS ALREADY...

“MEETINGS MAY BE HELD REMOTELY WITH NO LOSS OF EFFICIENCY, THANKS TO HIGH-PERFORMANCE TOOLS USED BY ALL TEAMS

”

The Firm is aware of its environmental impact and undertakes to reduce its ecological footprint by adopting sustainable practices. To achieve this goal, the Firm has put internal policies and practices in place with the aim of lowering its energy consumption, minimising waste and encouraging recycling. In addition, the Firm encourages the use of low carbon emission technologies and the purchase of environmentally-friendly products. It also undertakes to raise awareness and educate its staff about sustainable business practices and work with business partners that share the same environmental values. By lowering its environmental impact, the Firm hopes to contribute to a more sustainable future for the planet while offering its clients high quality services.

THE COMMITMENT STARTS WITH US

To raise awareness internally, our employees **will be invited, from 2023, to provide us with their routes directly linked to their different files so we can carry out a global Carbon Footprint audit** and donate our compensation to an association chosen with all the partners to be carbon neutral.



“SINCE NOVEMBER 2021, WE HAVE BEEN FAVOURING RAIL TRAVEL EVERY TIME TRIPS CAN BE MADE IN LESS THAN THREE HOURS. TRAVEL BY PLANE IS THE LAST RESORT

REDUCTION OF EMISSIONS LINKED TO TRAVEL

Trips by employees are one of our main sources of CO2 emissions.

The public health crisis allowed us to realise that some meetings could take place remotely with no loss of efficiency, thanks to high-performance tools used by all teams. If travel is essential, we attempt to reduce the number of participants and adapt the means of transport.

Since November 2021, **we have been favouring rail travel every time trips can be made in less than three hours.** Travel by plane is the last resort.

SUSTAINABLE PURCHASING

Since 2021, **we have been favouring proximity when choosing our suppliers** who are mainly located in France to limit the impact linked to the delivery of our orders but also to support the local economy.

RESPONSIBLE EMPLOYEE BEHAVIOUR

Awareness-raising communications concerning office energy consumption are regularly distributed (electricity and heating) as well as the use of consumables (paper, ink, supplies, etc.).

OPTIMISATION OF LOGISTICS AND MAINTENANCE

Our logistics and maintenance needs are continually grouped together to optimise interventions from our different service providers with a view to reducing

“ **IN 2021 AND IN THE PARIS OFFICE FOR EXAMPLE, WE SORTED AND RECYCLED 634 KG OF PAPER I.E. SAVED THE EQUIVALENT OF 84 X 10-MINUTE SHOWERS, 4 FULL TANKS OF DIESEL, 1901 KM BY CAR.** ”

how often they travel but also to affect work spaces as little as possible, thus allowing employees to work in a peaceful environment conducive to exchanges.

USE OF DIGITAL TECHNOLOGY

The goal is simple, lowering the environmental impact of our hardware by reconditioning our computers, which allows us to offer them to employees joining the company in a very good condition without having to systematically replace them. Our employees are regularly made aware of the need to take care of the hardware entrusted to them. We then recycle the waste concerned by calling on associations or our IT service provider.

WASTE

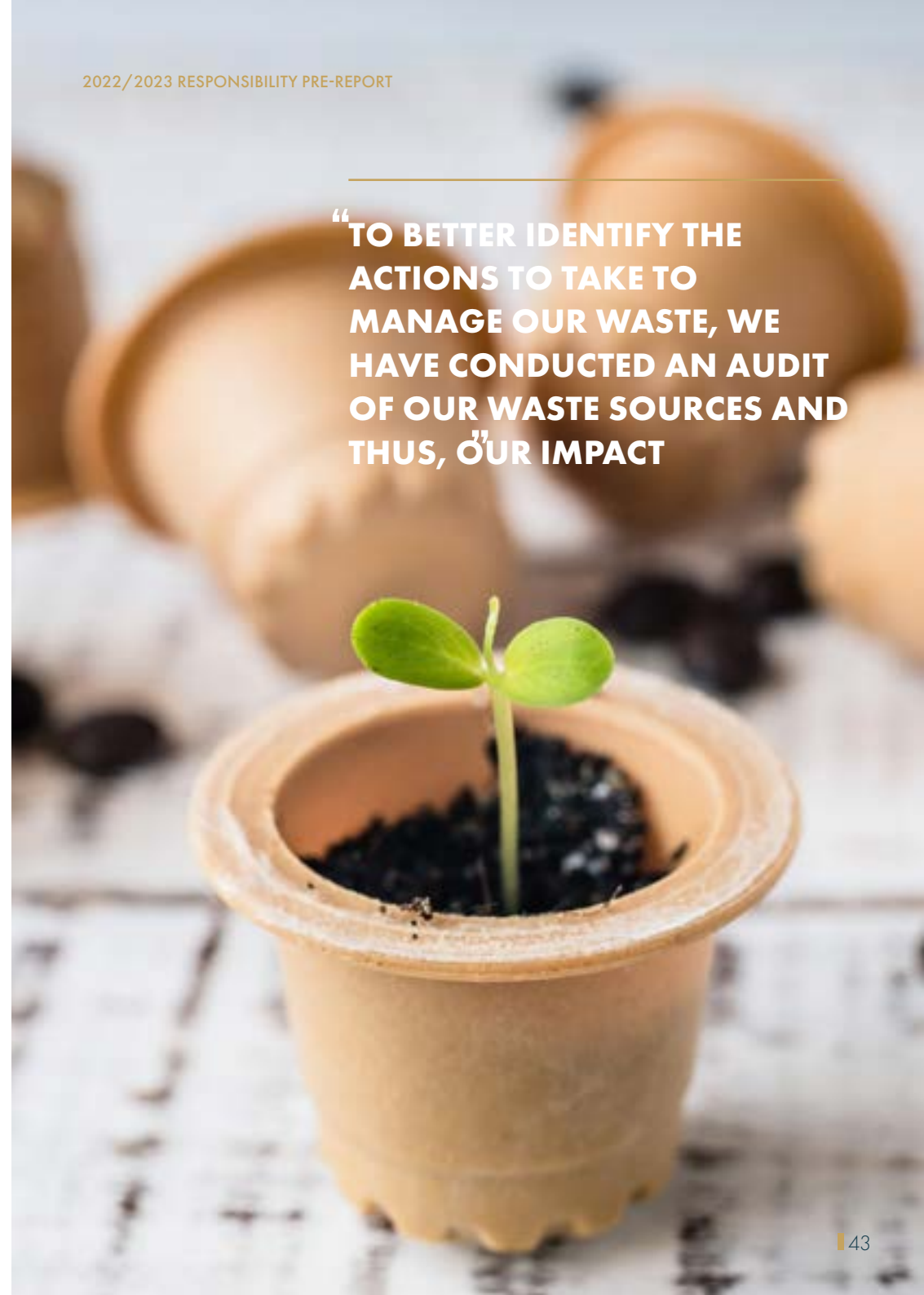
To better identify the actions to take to manage our waste, **we have conducted an audit of our waste sources and thus our impact.** This audit notably enabled us to install a **water fountain** to reduce the use of plastic bottles. We have also made **recycled tableware** available and our **employees are practically all equipped with reusable bottles.**

Our profession regularly requires us to print numerous files. **Our printers have default settings to print in black and white, front/back,** we use recycled paper and recycling bins are installed in each office and near photocopiers to allow our service provider Recygo to collect and recycle our paper. **In 2021 at the Paris office for example, we sorted and recycled 634 kg of paper i.e., saved the equivalent of 84 x 10-minute showers, 4 full tanks of diesel, 1,901 km**

by car.

We also signed up for the professional Nespresso capsule **recycling programme**. Used capsules are recycled and have the right to a second life: coffee grounds are turned into compost and the aluminium from the capsule is used to make new objects like bike frames or cans for example. Nespresso is now B Corp certified meeting some of the highest requirements regarding environmental and social performance. It's also a movement by companies that act to have a positive impact on the world, in favour of an inclusive, fair and regenerative economy.

“**TO BETTER IDENTIFY THE ACTIONS TO TAKE TO MANAGE OUR WASTE, WE HAVE CONDUCTED AN AUDIT OF OUR WASTE SOURCES AND THUS, OUR IMPACT**



ACTIVATING THE TRANSFORMATION

STRATEGY & FUTURE STAGES

SCOPE OF REPORTING

This document represents a responsibility pre-report for the NMCG Avocats Firm in France. It covers all NMCG offices (currently Paris, Nantes, Nice, Strasbourg and La Colle-sur-Loup). In the rest of this report, the different offices will be called "us" or "the Firm".

REPORTING PERIOD

The analysis concerns the 2022 financial year, namely from 1 January to 31 December 2022.

MATERIALITY ANALYSIS AND SCOPE

The materiality analysis carried out at the level of all NMCG offices and their stakeholders in France, identified material aspects according to the guiding principles of the Global Reporting Initiative (GRI).

As of now, the identification of these importance criteria will allow us to provide an overview of initiatives already put in place for each of them and thus define their key performance indicators with clear objectives to achieve and new initiatives to undertake until the end of 2023 to improve our societal and environmental impact.

2023 OBJECTIVES

To guarantee concentration and progress, we are setting clear objectives and key performance indicators that are regularly reviewed. **2023 will be the year during which the NMCG Firm will start to measure its impact and thus define specific objectives for improvement.**

An ambitious road map: the commitment strategy of NMCG Avocats aims to contribute to the firm's evolution to make NMCG a responsible company and leader in business law legal advice.

To start with, the Firm has listed objectives they consider important in its CSR approach for each issue. But will the new measurement stage during 2023 display the same results?

“
TO GUARANTEE
CONCENTRATION AND
PROGRESS, WE ARE SETTING
CLEAR OBJECTIVES AND KEY
PERFORMANCE INDICATORS
THAT ARE REGULARLY
REVIEWED
”

“
**2023 WILL BE THE
YEAR DURING WHICH
THE NMCG FIRM WILL
START TO MEASURE
ITS IMPACT AND
THUS DEFINE SPECIFIC
OBJECTIVES FOR
IMPROVEMENT**
”

BUSINESS

- Giving our employees the training and support necessary to do what is needed, in the right way.
- Creating a dedicated team and rolling out client training: intra-company training, webinars, social club, NMCG after work drinks. Doing a report on what has been launched or not and explaining the reason for this. Doing a reporting on results obtained (presence, satisfaction questionnaires).
- Developing and implementing an internal communication programme to ensure that expectations and support are understood by all of our employees to avoid any isolation relating to corruption, risks of fraud and other illegal practices.
- Implementing a sustainable purchasing policy and business practices compliant with fair practices and responsible procurement with regard to the suppliers and service providers with whom we work.
- Setting up a response plan to cyber attacks.
- All of the client's terms and conditions are fully reviewed and approved by the team in charge of the file before being accepted.

- Developing a client satisfaction programme via questionnaires depending on the files. Giving us greater control over client relations thanks to the sharing of positive as well as negative feedback.
- Becoming a signatory of the "responsible supplier relationship" Charter.

TALENT

- Doing a report on the gender balance in the offices and management and explaining the reasons for progress or the lack thereof between 2022 and 2023.
- Doing a report on Firm values to mark its commitment and raising awareness internally on the inclusion of LGBTQIA+ and ethnic diversity.
- Improving exchanges between our offices by creating affinity groups. Example: emulation by subject (employment, M&A, competition/distribution etc.) and doing a report on what has been created and what works or not.
- EXtending and supplying development training that maximises the professional skills of employees in partnership with our universities. Technical, cross-disciplinary training and training in the field with a senior.
- Welcoming talent: creating a national onboarding process for employees and interns to standardise welcoming newcomers ("Welcome to NMCG").

- Creating an Alumni network to prolong the NMCG experience. Creating occasions for exchanges and opportunities to new alumni who would make it up and who show their loyalty, a breeding ground for talent for different NMCG offices.

ENVIRONMENT

- Implementing a greenhouse gas emissions measurement process during different business trips and developing a strategy to be "carbon neutral".
- Setting environmental performance standards for all offices and controlling the results obtained in the interests of continual improvement.
- Setting, measuring and controlling objectives and local initiatives.
- Carrying out at least one internal awareness raising campaign on consumption a year.
- Continuing to lower energy consumption.
- Lowering greenhouse gas emissions.
- Lowering paper purchases.
- Improving waste sorting in all offices.
- Promoting local initiatives aimed at protecting the environment.

- Monitoring water consumption.
- Putting a national stock of IT equipment in place to optimise costs, product consumption and the various means of transport involved.
- Putting a sustainable purchasing policy in place to choose suppliers.
- Improving the commitment of all employees towards the brand. Helping them to promote the brand and get to grips with the Firm's objectives.

CONCLUSION

For this year 2022, we are reporting for the first time by using the Global Reporting Initiative framework. The GRI is an international initiative in which companies, NGOs, firms of consultants, universities participate to develop a framework and rules intended for companies concerned with sustainable development. Its aim is to develop and distribute guiding principles to help companies to produce reports on the economic, social and environmental dimensions of their activities, products and services.

We hope that this analysis will allow stakeholders to better understand and compare our deep-seated commitment to sustainable development both economically and environmentally.

NMCG Avocats is thus pursuing a continuous improvement approach focusing on three strategic pillars: an economic pillar, a societal pillar and an environmental pillar.

Over the past several years NMCG Avocats has been experiencing sustained growth thanks to an ambitious strategic vision.

More than our values, our organisation allows us to maintain our quality culture that is supported by all of our partners and employees.

All NMCG Avocats teams

“ WE ARE REPORTING FOR THE FIRST TIME BY USING THE GRI FRAMEWORK ”





ALERON

To establish this pre-report and implement its various commitments, NMCG has been accompanied during the entire audit, analysis, reproduction and drafting phase by an expert in this field, Aleron.

"Established in London since 2010, Aleron is a strategy and data analysis consulting firm specialised in social innovation and the environment.

We actively work with our clients to include social and environmental impacts at the heart of their corporate strategy and reconcile economic performance and societal utility.

Whatever the business sector, we support them to help them define and achieve their corporate responsibility goal.

The services we offer therefore cover the carrying out of research and evaluation studies, the development of operational strategies and models, the putting in place of devices to monitor and assess social and environmental impacts, and social investment.

Since its creation, Aleron has supported more than 500 private, public and charitable organisations involved in resolving major social and environmental problems. We have enabled critical advances in medical research, reinforced the resilience of vulnerable local communities, accelerated investments towards alternative ways of producing electricity or guided organisations in reducing their carbon footprint."

**WORKING
TO CREATE
VALUE
AND A
BETTER WORLD**