
Sustainable Development Report

(2018–2020)



eubelius

advocaten avocats attorneys

Preface

“How did it start? Simply by getting on with it!”

Koen Geens, the Senior Partner at Eubelius until 2013 and, without exaggeration, the inspiration for the firm as it exists today, introduced a number of surprisingly effective ground rules together with Patrick Hofströssler (the current President of the Management Committee). One of them was (and still is): “Do you want something to change for the better? Go ahead and give it your best shot – management is right behind you.”

This is also how CSR was launched at Eubelius, well at least officially. We knew that the P for People, from the famous motto “People, Planet, Profit” was already part of the firm’s core values from the beginning, and that the P for Profit... well, without profit, we wouldn’t be where we are today. However, we could certainly do a bit more in terms of the P for Planet.

And that’s just what we are doing, year after year. We’ve already come a long way, and at the same time we’re still nowhere... But at least we’ve started, we’re working on it, and we still have the support of management. And with them, we’re making CSR a little more integral to the firm’s core values every year. But we’re keeping a cool head: we know only too well that embedding corporate social responsibility in a business law firm is

a big challenge once the first low-hanging fruit has been picked. But that’s just how it is: you have to pick that fruit first to get to the heart of the tree.

So we also know that we’ve a long way to go. We feel that we’re taking a small step forward each year. This is due both to the ever-increasing influx of young attorneys and staff, for whom our commitment to CSR is one of the reasons underpinning their choice, and to the sustained efforts of the old faithful, who firmly believe that anyone who takes themselves seriously bears shared responsibility for the future and for the challenges facing our world at all levels.

So we’re not there yet – far from it – but the seeds have already sprouted. Let them now continue to grow, with the support of all of us.



Marieke Wyckaert
Partner



Jean-Marc Gollier
Senior Counsel



This year, Eubelius is publishing its second report on the implementation of its CSR policy and the objectives achieved during the period 2018–2020.

We take as our starting point the Sustainable Development Goals of the United Nations (SDGs), whose targets we mention in this report.

This report presents the progress made by Eubelius. It also contains an important new feature: Eubelius conducted a firm-wide diversity survey in September–October 2020. The main results of that survey are published in this report. More figures will appear in future reports as our contribution to sustainable development grows and becomes clearer. We have yet to establish figures concerning our environmental impact. The activity of a law firm in itself has a marginal environmental impact.

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I. Presentation of the Eubelius Business Model and Our Activities

A. Eubelius

Eubelius was founded in 1994 and celebrated its 25th anniversary in 2019.

Today, Eubelius is Belgium's largest independent law firm. It has 23 partners, 15 (senior) counsels, more than 100 associates and more than 50 staff members (they are called "Eubelians").

Many of our attorneys engage in significant academic activity, which helps to support clients in a sustainable and inclusive way.

1. Activities

Eubelius' attorneys specialise in assisting and representing their clients, who are located throughout Belgium and abroad, in matters relating to Belgian and European Union law. They maintain privileged relationships with leading independent law firms in other countries and are therefore involved in many international transactions which have a connection with Belgium.

Together they offer unique expertise and experience in all areas of business law, primarily to public authorities and companies.

2. Corporate Social Responsibility

At the end of 2010, Eubelius set up a Corporate Social Responsibility ("CSR") reflection and action team. The initiative is led by a team of attorneys and staff members.

The action is developed around three axes: (I) the environment, (II) the well-being of Eubelians, and (III) a contribution to the social and cultural communities in which Eubelius is embedded.



Targets 12.6 and 12.8

Although reducing Eubelius' ecological footprint was quickly felt to be urgent, the latter is relatively limited due to the essentially intellectual activity of a law firm. Initiatives in the social and cultural fields have also been developed with great success.

A small group is responsible for the daily implementation of the CSR policy within Eubelius. It meets once a month to define new orientations and provide solutions to difficulties encountered in current activities. Many Eubelians are involved in the development of specific initiatives in specialised committees. Pro bono services are offered in accordance with the expertise of the responsible partner and his or her team. A pro bono intervention often involves several teams.

3. Recognition by the ISAR

As a result of the publication of its first report, Eubelius was nominated and on 24 October 2018 received special recognition from the ISAR Intergovernmental Working Group of Experts for "Enhancing quality of company's reporting on the 2030 Agenda for Sustainable Development" during the UNCTAD World Investment Forum meeting in Geneva (<https://isar.unctad.org/isar-honours-2018-nominees/>). This recognition has encouraged us to continue our initiative to contribute to the achievement of the SDGs.



B. Identification of the Areas Concerned and the Priorities Chosen by Eubelius Among the SDGs

1. Areas affected by Eubelius' activity

Which stakeholders are affected by Eubelius' activity?

These are mainly our clients, our attorneys and staff and the cities in which we are located (Brussels, Kortrijk and Antwerp).

Means used by Eubelius

Like any law firm, Eubelius offers intellectual legal services of all kinds (e.g. in the context of negotiating or representation in court, drafting contracts for innovative products or services, participating in legislative and regulatory work, providing expertise in the context of strategic choices for clients). In order to provide such services, Eubelius occupies offices, travels to visit clients or courts, and makes extensive use of computer equipment and programs, communication media, paper and ink. Depending on the way they are used, this activity entails a more or less significant environmental and social footprint.

Covid-19 pandemic

During the Covid-19 pandemic, the offices remained largely unoccupied. Our activity was carried out as far as possible via teleworking, making intensive use of all the digital means that were already in place and developing new digital means, particularly for virtual meetings between Eubelians or with clients. As is the case for everyone, this new way of working is a search for new forms of balance and interaction.

2. The commitment of Eubelians

Eubelius' main objective is to motivate its attorneys and staff to deliver a high-quality service in a timely manner. It is aware that this requirement implies a major commitment of the Eubelians' capacities and vital energy.

Eubelius ensures that this mobilisation is performed in a sustainable manner, both for the Eubelians themselves and for the clients and society as a whole.

Eubelius has been pursuing this sustainable development approach since its founding in 1994. It has integrated this reflection into its social responsibility policy since 2012.

In 2016, the CSR team and the Eubelius partners adopted a charter which sets out the values that govern Eubelius' internal CSR policy.

II. The Cultural Domain

There can be no sustainable development without a dynamic and shared culture which enables all members of society to experience this cultural beauty and to share it peacefully.

A. Graindelavoix

GRAINDELAVOIX

In 2019 and 2020, together with one of our clients, Eubelius supported Graindelavoix, a polyphonic ensemble and artists' collective founded by Björn Schmelzer in 1999 (<https://graindelavoix.be/>). Graindelavoix is interested in various vocal traditions from the Middle Ages and their development in later periods.

No activities could be carried out in partnership with Graindelavoix due to the Covid-19 pandemic.



Stefan Paeleman
Triple Living

Personally, I have been fascinated by polyphony for a long time, and I have known Graindelavoix for a while. When one of their employees bought an apartment in the Nieuw Zuid district of Antwerp, our contact was strengthened and this led to another relationship.

Polyphony is an important part of our cultural heritage, but it is little known to the general public. Its importance is largely underestimated. As a (neighbourhood) developer, including the Nieuw Zuid in Antwerp, we have recognised and emphasised the importance of art and culture as a catalyst for the formation and identity of neighbourhoods. In addition to paying great attention to architecture and the visual arts, we also sometimes contribute in other areas of the cultural sector. I am convinced that this vision has contributed to the creation of value on this site. It is in this context that we can consider the appreciation of polyphony and the special place of Graindelavoix in this scene.

As part of our activities as a developer, we work with Eubelius in various areas: tax expertise, acquisitions and integrations, cooperation with the authorities, etc. By chance, I discovered that a number of Eubelius partners share my passion for music. This is how Eubelius also joined the project.

11 SUSTAINABLE CITIES AND COMMUNITIES



Target 11.4

We had planned a whole series of events, which unfortunately could not take place due to the corona pandemic. But postponement doesn't mean cancellation – and now we can see light at the end of the tunnel.

B. National Theatre

Between 2017 and 2019, Eubelius set up a partnership with the National Theatre to promote young performing artists in Brussels, both in French and in Dutch. The National Theatre has a “Studio Théâtre National” structure in which it welcomes young artists in particular.

During the 2018–2019 season, Eubelius was involved in the production of a stage adaptation by Vincent Hennebicq of the novel “The Attack” by Algerian writer Yasmina Khadra. Eubelius paid the fee for the lead actor, Atta Nasser, a Palestinian by birth, who was trained at the Dutch-speaking RITCS school for the performing arts in Brussels.



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4 QUALITY
EDUCATION



Target 4.7

11 SUSTAINABLE CITIES
AND COMMUNITIES



Target 11.4

17 PARTNERSHIPS
FOR THE GOALS



Target 17.17

C.

Strokar Inside



Strokar is a non-profit association founded in March 2016 by Alexandra Lambert, CEO of MAD Brussels – Home of Creators and Fred Atax, a photographer and international artist. Its aim is to promote street artists and to raise awareness of collaborative art among the media, the general public and professionals.

Since mid 2018, Strokar could temporarily occupy a former department store thanks to BESIX RED. It hosted the most important artists and rising talents in street art, graffiti, painting and urban photography under the name STROKAR INSIDE. Throughout its existence, the venue has hosted exhibitions, performances, live events, murals, cultural events, guided tours and workshops. The experiment lasted until 31 December 2019 and was a great success. Furthermore, Eubelius was able to organise an event for its alumni.

Eubelius was associated with Strokar for the duration of this short-lived initiative, which was rich in collaborative experiences and diverse encounters.



17 PARTNERSHIPS
FOR THE GOALS



Target 17.17

11 SUSTAINABLE CITIES
AND COMMUNITIES



Target 11.4



Alexandra Lambert
Managing Director

It was to Jean-Marc Gollier and Frédéric Heremans, by chance, a graffiti enthusiast, that I presented the idea of involving this large business law firm in the crazy gamble of supporting the non-profit organisation I had founded with Fred Atax, with the aim of transforming the 6,000 m² of the former Delhaize Molière into a temple of urban art by means of temporary occupation.

Right from the festive official opening of the venue on 6 September 2018, the whole Eubelius team was present after helping us with the translation of our website and artist presentations in three languages.

In view of the overwhelming success and the influx of visitors, Strokar and Eubelius are consolidating their partnership after also organising a magnificent private evening with its alumni as an end-of-year gift.

For us, this sponsorship represented much more than a financial contribution: it also involved moral support and skills throughout a risky and daring project which for two years transformed Brussels into the international capital of street art.

D. Support for the Cultural Milieu During the Pandemic

The cultural sector has been heavily affected by the health measures required by the Covid-19 pandemic. That is why we are currently supporting Het nieuwstedelijk (the city theatre of Leuven, Hasselt and Genk), Amusea (an association for the promotion of live arts in museums) and the production of the show Catharsis by young artists Eva Binon and Jason Dousselaere. The show will be produced in early 2022 at the KC Nona in Mechelen, before moving to the Monty in Antwerp and De Grote Post in Ostend.

8 DECENT WORK AND
ECONOMIC GROWTH



Target 8.3

11 SUSTAINABLE CITIES
AND COMMUNITIES



Target 11.4

17 PARTNERSHIPS
FOR THE GOALS



Target 17.17



Catharsis



HET NIEUWSTEDELIJK



Bruno Georis
Founder

Eubelius provided support in the midst of a lockdown when all our activities were on hold (if not stopped completely). This interest has stimulated our will to persevere in our project and to continue to give visibility to Amusea via our podcast, and also to consider projects for when the crisis is over. Without this support, all our efforts would have been hampered by the costs involved. This support gave us credibility and opened the doors of the King Baudouin Foundation. They encouraged us to form a NPO and, taking advantage of the forced standstill in the cultural sector, we structured and organised ourselves to better pursue our activities.

III. The Social Domain

A. Ladder'op

Ladder'op is a non-profit organisation created by 4 young women from Brussels with the aim of offering extracurricular support to vulnerable children in Brussels (<http://www.ladderop.be/>). This initiative fits in perfectly with Eubelius' CSR policy "Eubelius supports young talent". Eubelius decided to support this initiative in 2019 and 2020, having already donated the proceeds from the various activities organised during the Warmest Week 2018.

Ladder'op was able to hire a full-time employee thanks to the support of Eubelius.

223 children were supported during the 2019–2020 school year (an increase of 23% compared to the previous school year). 33% of children were supported for two years in a row. During the health crisis, the support was provided digitally thanks to the computers which Eubelius donated to the association. Building the network to recruit volunteers is the next challenge for the organisation, but here too Eubelius is committed to helping them in the short term.

Believe in youth and give them as many opportunities as possible...

4 QUALITY EDUCATION



Target 4.6

8 DECENT WORK AND ECONOMIC GROWTH



Target 8.6



Luna Batota
Founder

"The greatest gift you can give (your) children is to believe in them."

– Jim Valvano

A mission that we both share.

Ladder'op offers young people in Brussels tailor-made (educational) support in the hope of giving them the necessary boost to take full advantage of all the opportunities available to them.

At the end of 2018, Eubelius chose to support our non-profit organisation, and it couldn't have come at a better time: following a high demand for our services, we were rather overwhelmed due to our limited staff resources. The association could not hire staff to perform daily activities due to the lack of subsidies and the absence of generated funds. We were able to do this thanks to your support, and the association now has a clear and structured operation. Ladder'op has continued to help these children even during the corona crisis, because they need this support now more than ever.

Thank you for believing in our unique and fantastic Brussels youth!

B. A Seat At The Table

A SEAT AT THE TABLE (ASATT) is an initiative whose ambition is to enable young talents from different socio-economic backgrounds to meet people involved in the business world and to dare to move towards an ambitious professional career.

Eubelius wants to offer them additional opportunities through legal training and summer internships or student jobs.

An introduction to business law was offered to ASATT members, and in the summer of 2019 and 2020, student internship positions for ASATT members who were law students were also provided. Meanwhile Eubelius is supporting the new initiative, called Capital, as an Industry Leader.

4 QUALITY EDUCATION



Target 4.4

8 DECENT WORK AND ECONOMIC GROWTH



Target 8.3

10 REDUCED INEQUALITIES



Target 10.2

17 PARTNERSHIPS FOR THE GOALS



Target 17.16



Simon Flament
Associate

ASATT (A Seat At The Table) is an association which aims to give young people from disadvantaged backgrounds the opportunity to develop in the business world. Our partnership made it possible to host a number of young people affiliated to this organisation as summer interns or jobbers. In addition, Eubelius organised masterclasses for young people from ASATT on practical legal topics. It was a pleasure to participate in these activities and to meet such open and motivated young people. There was real enthusiasm for the topics covered and all the presentations led to a lively debate.

C. The Warmest Week – The Warmest Month

Every year, the Eubelians organise a Christmas market where everyone is invited to bring in delicious homemade and exotic culinary creations. This is an opportunity to support one of our projects by also organising a series of fundraising events during the week. The generosity of the Eubelians and the firm itself on this occasion is impressive.

In December 2018, the Warmest Week raised more than €13,300, which went towards the projects of the association Ladder'op.



Video clip:
"The Warmest Month"

of their choice during the months of November and December. The cumulative amounts and the names of all these associations were collected on the Eubelius intranet. In total, almost 100 Eubelians donated to 83 associations, for a total amount of €26,267. Eubelius supplemented these donations by drawing lots for one of the associations chosen by the Eubelians and making a generous contribution.



Emilie De Baere
Senior Attorney

For several years now, Eubelius has been involved in the Warmest Week initiative and has supported a jointly chosen social or cultural organisation through various actions in the Brussels, Kortrijk and Antwerp offices. For example, in 2019, Eubelius supported YouthStart, an association which tries to turn the development dreams of young people in precarious situations into reality. By offering them an eight-day training course, the association has enabled the young people to discover their talents and develop their dream project. Partly due to the unusual circumstances, in 2020 Eubelius decided to launch its own initiative. Eubelians were encouraged to financially support one or more organisations of their choice during the month of December. To keep track of the various donations, Eubelius built a webpage where Eubelians could follow the amounts collected and the causes supported in real time. Eubelians then chose one of the supported causes, which would benefit from an additional contribution from the firm. A cheque was presented to the association Ouders van een Overleden Kind (Parents of a Deceased Child).

A year later, in December 2019, the Warmest Week raised more than €15,080. This money was used to finance the projects of the association YouthStart. (<https://youthstart.be/>). The latter aims to give young people who feel excluded a helping hand to get a job which will allow them to have a fulfilling social life.

In 2020, due to the lockdown, a new formula was introduced by Eubelius, called "The Warmest Month". Eubelians were invited to give generously to charities

D. KickCancer



KickCancer, an association that leads the fight against paediatric cancer, has already organised three editions of its famous Run to Kick race.

Five Eubelians participated in 2019 and raised the fine sum of €4,471. In 2020 we repeated the experience and no less than 11 Eubelians participated in this race, with the encouragement of our Marketing Officer, who had worked for a year for Delphine Heenen, the founder of KickCancer. After helping to organise the race in 2019, she took part in it with the Eubelius team.

Last year, the third edition (unfortunately done virtually due to the pandemic) was held in a different way. No less than 11 Eubelians participated.

Thanks to the help and support of the Eubelians, in one big week the team raised the magnificent amount of €7,500.

The RUN TO KICK race raised a total of €610,259, all of which was invested in research projects to combat paediatric cancers.



Melissa Thomas
Marketing Officer

Eubelius supports KickCancer because actions always speak louder than words. The fight against childhood cancer is a fight we must all join.

KickCancer not only funds research projects in the fight against childhood cancer at the European level, but also builds bridges between all those concerned by paediatric cancers.

Eubelius is already looking forward to participating in the fourth edition of the race on 26 September 2021 and to contributing to the fight against childhood cancer.

E. Poverello

2 ZERO HUNGER



Target 2.1

Poverello was also hard hit by the Covid-19 pandemic. The restaurant was forced to close its doors as a result of the lockdown, restricting the outreach to a limited number of people.

Eubelius decided to donate a significant sum to the organisation to help them prepare for reopening.

F. Blood Donation

Every three months, Eubelius organised a visit to the Saint Peter's Hospital during lunchtime to give blood or plasma.

Since 2019, a hotel near the Eubelius Brussels office has been organising this collection in its building, so now the Eubelians go there instead.



Claire Fornoville
Senior Attorney

Blood drives give people who work at Eubelius the opportunity to make a small but vital gesture of solidarity.

I appreciate the fact that Eubelius is committed to raising awareness about the need for blood donation.

And it works: it's great to see that during the last blood drive before the Covid-19 crisis, nearly 30 Eubelians went to give blood in a single day!

Now, with the teleworking rules, it's a bit difficult to organise a new collective collection, but as soon as it's possible again we'll put it on our calendar.

3 GOOD HEALTH AND WELL-BEING



Targets 3.2, 3.d
& 3.4 in fine

IV. Diversity

Eubelius is also convinced of the importance of promoting gender equality and diversity within the firm.

Each year, two Eubelians participate in WILL (Women in Law and Leadership), a series of programmes to promote and support the professional development of talented women. Eubelius is also actively involved in the International Women Leadership Programme, a similar initiative at the international level.

5 GENDER
EQUALITY



Target 5.5

In addition, Eubelius is one of the founding members of LDIA (Legal Diversity & Inclusion Alliance), the initiative to promote gender equality and diversity in the legal profession. We also regularly welcome people with disabilities and have adopted a policy of supporting young parenthood.

In the course of 2019, a number of discussions were held among the younger Eubelians on two topics: young parenthood and the broader topic of diversity.

A. Young Parenthood

Young parents face considerable challenges today. These challenges are particularly important in the liberal professions, where the self-employed status requires the young professional to be flexible and available.

A think tank submitted a series of findings and proposals to the partners in 2019. This work has led to the establishment of flexible rules to facilitate combining the needs of a fulfilling family life and a career in line with the expectations for all young Eubelians.



Wouter Claes

Partner



Sabe De Graef

Associate

Having children is probably one of the most wonderful events in life. But combining young parenthood with business law is not always an easy matter. The question was what measures our firm could take to increase the attractiveness of Eubelius and improve the work-life balance, including for young parents. At the end of December 2019, this assignment resulted in internal reports with concrete proposals. For example, parental leave has been considerably extended, in terms of both duration and compensation, and the aim is to achieve optimum flexibility during the summer holidays for employees with young children. This flexibility is also extended throughout the year, with the possibility of working from home on a regular and structured basis (even before Corona). Similarly, a part-time career is negotiable in order to make it possible to combine work with raising young children. In addition, Eubelius offers an external childcare service for sick children and provides long-term support to its attorneys (starting from a certain seniority) through mentoring.

B. Diversity Survey

Eubelius is unique, as are all those who work there. Welcoming people from all backgrounds and with different opinions is a core value of our firm.

In order to measure this value, the CSR Committee developed a diversity survey in cooperation with the Eubelius Management Committee.

The survey covered many diversity factors (e.g. education, religion, dependents). Diversity is not limited to gender or age.

The survey was conducted in September and October 2020. Almost 90% of Eubelians participated.

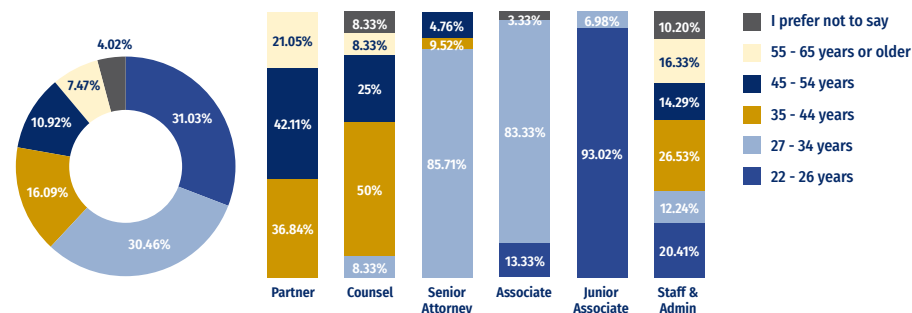
The results of this survey can be summarised as follows:

- + 2/3 of Eubelians are between 22 and 34 years old, which makes our firm a “young” one;
- + in total, there are more female than male Eubelians; however, less than 10% of the partners are women;
- + almost all the attorneys are of Belgian origin; diversity of origins is mainly to be found in the staff;
- + 1/3 of the trainees are first-generation academics, and in total 25% of Eubelian attorneys are the first in their family to have obtained a higher education degree.

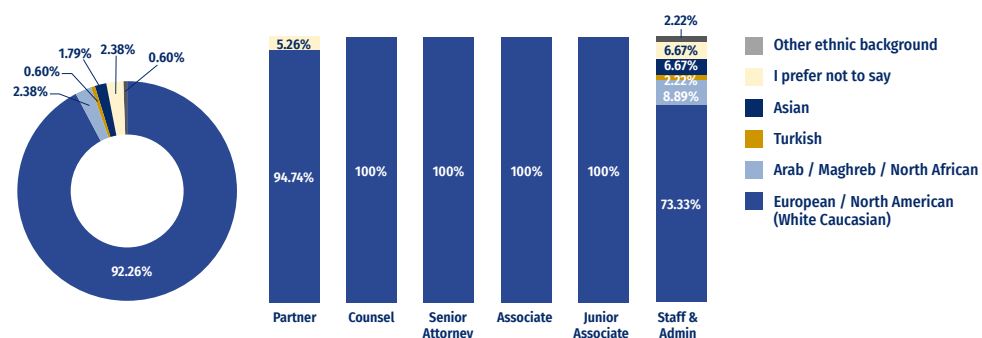
This data forms the basis for the long-term work that Eubelius will do to improve its diversity.

The survey will be repeated regularly to enable us to assess the progress we are making in this area.

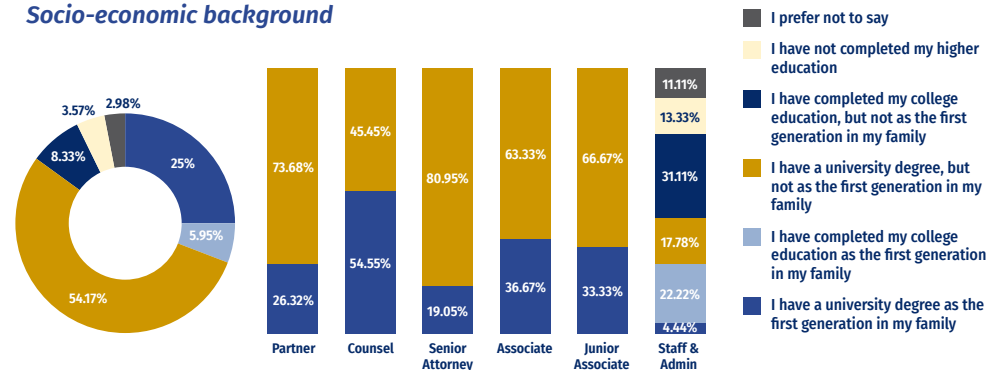
Age



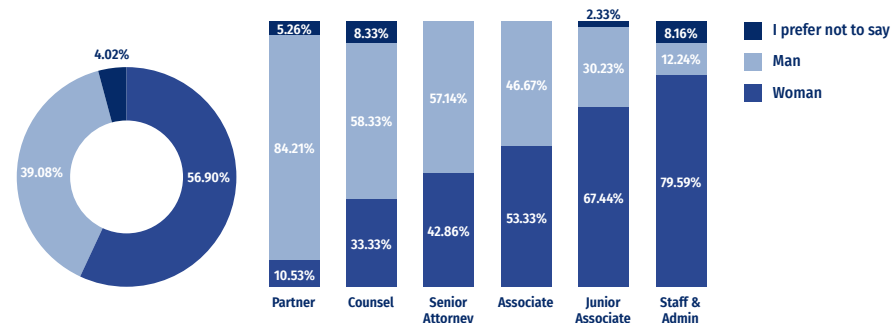
Ethnic background



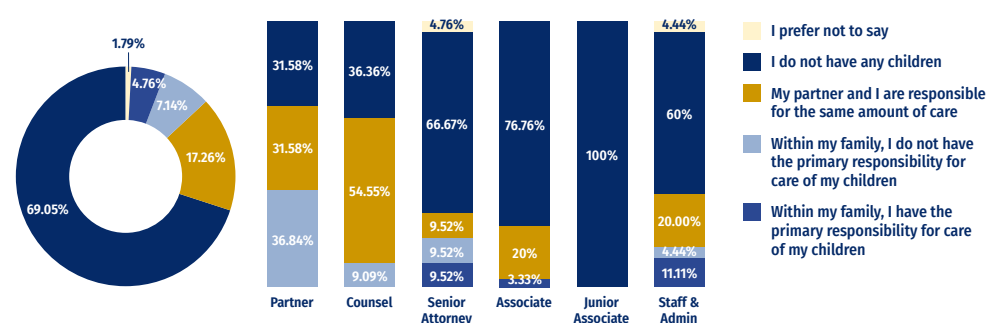
Socio-economic background



Gender



Care responsibilities for children



C. LDIA

The Legal Diversity & Inclusion Alliance was launched in Brussels on 31 January 2019. This initiative is supported by over 30 law firms (including ours).

Founding member of



Legal Diversity & Inclusion Alliance



10 REDUCED INEQUALITIES



Target 10.3



Kat Van Nuffel

Founder &
Co-Chair, LDIA

"Diversity is being invited to the party. Inclusion is being asked to dance."

– Vernā Myers

There is no point in talking about diversity in the workplace if there is no inclusion. Being part of an under-represented group myself, I know how important it is to be able to be yourself, not to have to hide and to be accepted as you are.

With my personal experience in mind and the realisation that there is still a lot of work to be done in law firms and the workplace when it comes to diversity, equality and inclusion, I – together with my colleague Els Lagasse from Van Bael & Bellis – took the lead in setting up the Legal Diversity and Inclusion Alliance (LDIA).

Eubelius was one of the very first founding members committed to building not only a diverse, but an inclusive workplace where everyone benefits from equal treatment and opportunities, regardless of race, ethnic or social origin, gender or sexual orientation, age, disability, language, religion, political preference or any other grounds for personal discrimination.

Eubelius is truly helpful in:

- + building a cross-law firm alliance, focusing on diversity and inclusion;
- + exchanging good practices on diversity and inclusion;
- + raising awareness of non-discrimination and diversity issues by combining efforts in organising events, workshops, training sessions, etc.;
- + working to create a diverse and inclusive work environment.

LDIA strongly believes that combining our efforts will greatly aid our progress towards achieving these goals.

V. The Environment

Although Eubelius' activity is mainly related to intellectual services, the firm is careful to minimise its environmental impact, especially in areas related to its activities such as mobility, energy consumption, paper consumption, and catering, which have an impact on our natural environment.

13 CLIMATE ACTION



Target 13.3

With this in mind, in 2019 Eubelius organised a seminar for over 400 people (the Legal Update) for which no handouts were printed. All participants received the presentations electronically in advance, with an invitation to download them if they so desired.

A. Eco-Dynamic Label

In 2014, Eubelius set up a working group for the Brussels Environment “eco-dynamic” label (<https://environnement.brussels/thematiques/transition-de-leconomie/le-label-entreprise-ecodynamique>).

This label recognises the quality of the efforts made by companies in Brussels to control and improve their ecological footprint. Eubelius was awarded its first star in June 2014.

The heating installations in the Brussels office were completely renovated in 2019. This, combined with efficient use of floor space (halving of the floor space in Antwerp), resulted in a 23% reduction in energy consumption for heating and a trend reduction in electricity consumption of 7%. The windows in the Brussels office were renovated to provide better insulation, with blinds installed on the south side to filter the sun's rays so that the air conditioning system was under less pressure in the summer months.

A new application for the “eco-dynamic” label is being prepared with a view to obtaining further recognition, in principle in the course of 2022.

B. Mobility

Eubelius' mobility policy is beginning to take shape. For example, the cost of transporting staff members from home to work by public transport is covered in full by Eubelius.

A spontaneously formed “mobility” focus group held numerous discussions with the Eubelius management in 2019. This resulted in an important set of measures decided in early 2020, which are described in the statement below.

For several years now, during “Mobility Week”, Eubelius has been organising various activities to promote mobility with a low ecological footprint, which were set up thanks to the members of the CSR Committee.

The two electric bicycles at the Brussels office for business trips (a city bike and a folding bike from Ahooga) are used regularly. Eubelius takes care of their maintenance.

The health measures linked to Covid-19 have not reduced the frequency of use of these electric bikes. During the first lockdown, the folding bike was converted into a means of transport for short daily trips by Eubelians: it was used to deliver documents to be deposited in the courthouse post office box, or to deposit mail to the nearby post offices. The folding bike is frequently used as a multimodal means of transport, e.g. when travelling by train to a court outside Brussels. This allows our attorneys to prepare for their case on the way to the city where they will plead it.

8 DECENT WORK AND ECONOMIC GROWTH



Target 8.4

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Targets 12.3, 12.5, 12.6 and 12.8

There is no doubt that mobility plays an increasingly important role in our society. In recent years, many initiatives have been taken within society to move towards greener, more sustainable and more responsible mobility. Although for many of us the car still plays a very important role in daily life (commuting), we have nevertheless managed to take the first steps towards a more sustainable mobility policy. Eubelius has taken the following initiatives, among others:

- + **Mobility budget:** Eubelius introduced a mobility budget for its attorneys. Anyone who leaves their car at home benefits from a generous financial contribution for the use of public transport.
- + **Electric bicycles, bicycle parking and additional showers** (Brussels office):
 - Eubelius has made (folding) electric bicycles (supplied by Ahooga) available to Eubelians for commuting.



Elias Van Marcke
Senior Attorney



Sabe De Graef
Associate

- Cyclists can benefit from a covered, secure bicycle park.
- The showers have been completely renovated and enlarged to accommodate sporty commuters.
- + **Charging stations:** We have installed six new charging stations for electric and hybrid cars to facilitate and encourage the use of these types of vehicles.
- + **Working from home:** The development and promotion of working from home has been widely discussed in recent years. Eubelius has developed a clear policy on this issue and plans to provide each attorney with a laptop in the near future, as well as a generous financial contribution for the use of mobile phones.

The road to sustainable and CO2-neutral mobility is still long, but the first steps (and certainly not the last) towards a greener path have already been taken.

C. Consumption, Catering

Eubelius ensures that it sources consumable products with a low ecological footprint. It pays attention to the sustainability of its printers, inks and the paper it uses and tries to reduce its paper consumption, which, as is often the case with attorneys, remains high and can be reduced by an appropriate policy.

Eubelius wants to make progress in these areas: double-sided printing has been implemented as the default method. Documents can only be printed by going to the printer in person – thus avoiding casual printing.

Wherever possible, food products are fair trade. The fruit and soup offered to Eubelians are sourced from local producers wherever possible.

Our Brussels office has a long-time agreement with the Poverello association in Saint-Gilles, to which it donates its surplus food.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Targets 12.3,
12.5, 12.6 and 12.8

VI. Health and Well-Being of Eubelians

A. Nutrition

Eubelius places great emphasis on good nutrition. It encourages daily fruit consumption and serves fresh soup every Wednesday. The success of these initiatives is total, although they have been interrupted because of the Covid-19 pandemic.

Every year, a team of Eubelians takes part in the “Mineral Round” in February, since limiting alcohol makes a major contribution to good health.

B. Sports

Eubelius has a women’s football team and a men’s football team, both of which have performed impressively.

Eubelius subsidises subscriptions to the Basic Fit sports centres.

3 GOOD HEALTH
AND WELL-BEING



Target 3.4



Three running races (one in each city) are participated in by many Eubelians:

- + the “10 Miles” in Antwerp
- + the Brussels “20 kilometres” and
- + the Bruggenloop in Kortrijk.

In 2020, all three events were cancelled due to the Covid-19 pandemic. We hope to be able to race again in 2021, in whatever form is possible.

Cycling enthusiasts are not left out. Each year, the Eubelius Cycling Challenge brings together those who want to discover our “flat country” in three stages through Belgium. Experience shows that it’s not actually all that flat... but that’s another story! However, this event could not take place in 2020 due to the Covid-19 pandemic.

C. Yoga

A weekly yoga session is offered to Eubelians in the Brussels office. However, the Covid-19 pandemic has made such meetings impractical, but in the meantime digital solutions have been found.

D. Recreational Activities Among Eubelians

Celebrating happy events has always been part of the core values of Eubelius.

The pandemic has made physical gatherings impossible, but digital events have recreated opportunities to meet.

1. Youth Weekend

A Youth Weekend is organised by the Youth Weekend committee every year. However, this joyful and unifying event could not take place in 2020 due to the pandemic.



Bert Antonissen
Associate

During the Youth Weekend, we take our young (and rather less young) colleagues on a weekend trip. The ideal opportunity to network with colleagues in a relaxed atmosphere. After two days full of crazy adventures (paintball fights, adventure park, urban dance competitions and museum visits), we return to the office on Monday morning. With weary faces, but full of great stories. Over the past few years, we have travelled to the Ardennes, Nice and Warsaw with about 50 Eubelians. We’re curious to see where the Youth Weekend committee will take us in 2021.



Sabe De Graef
Associate

Every year, a large delegation of Eubelians goes to a ski resort in Austria or Italy for three days to get a breath of mountain air, sun, snow, wellness and the essential après-ski. For newcomers, this is an excellent opportunity to get to know their colleagues in a relaxed way; for long-standing members, it’s an opportunity to show off their (après-)skiing skills. For senior Eubelians, it’s a chance to recall happy memories.

2. St Nicholas Day

St Nicholas Day is celebrated at Eubelius every two years. This is a great opportunity to connect young and old by means of the shows and activities organised in the Brussels office.



3. Shortski

Every year, a Shortski weekend is organised by the younger generation for all Eubelians. The warm and relaxed atmosphere of the event led Eubelius to support the event, while remaining mindful of the environmental impact of the activity, including through using grouped transport.

Due to the pandemic, this much-appreciated activity could not take place in 2020 and 2021. We are getting ourselves ready to pick up where we left off.

4. Feel Good Christmas Song

It was not possible to organise the customary gathering of all Eubelians and their partners for Christmas 2020. But this did not stop a team of singers and entertainers from creating a digital surprise which was offered to all the enthusiastic Eubelians.



Sibylle Taillieu
Senior Counsel

Around the end of the year period, the CSR Committee decided to take a fun initiative to keep Eubelians connected despite the physical distance due to the second lockdown. The traditional end-of-year party, where all Eubelians and their partners normally meet to celebrate the New Year, had to be cancelled due to the pandemic.

A few brainstorming sessions were enough to find an alternative. The year-end Corona Feel Good song was born. The lyrics were written to the catchy tune of the old (1961), but universally known, hit "The Lion Sleeps Tonight" by The Tokens. Soon a Eubelius choir was formed to rehearse the song "Some Fun Tonight". Due to Corona, rehearsals among its members had to be limited to a few hours. Everything was recorded on video and audio tape immediately. The enthusiastic choristers gave of their best and the spirit was always fun, with the necessary self-deprecation which is so characteristic of Eubelians. To make the participation of all Eubelians as broad as possible among both staff and attorneys, candidates were then sought who were willing to make a short film in which they would sing part of the song – with a playful touch! In order to maintain the surprise effect, the participants were not informed of the full lyrics of the song, nor of the identity of the other participants.

Thanks to enthusiastic and professional technical support, the editing of all the recordings was performed down to the last detail!

The video was then "released" at the end of December 2020, much to everyone's delight. The song received many enthusiastic reactions and underlined the fact that Eubelians never give up – even in times of crisis.



VII. Outlook

Eubelius is convinced that the adoption and implementation of a sustainable development policy will enable it to further develop its model of excellence and maintain a unique position in the legal services market by both offering legal services of the highest quality and contributing to the objectives of sustainable development through the constant commitment of all its members.

The report you are reading is just one milestone in an on-going process which will fall within recognised frameworks and allow stakeholders to monitor Eubelius' progress in this area and, where appropriate, to challenge it.

We still have plenty of room for improvement in our social and environmental commitment. Through this report, we are increasing our awareness that we have a role to play in enabling future generations to live in a truly sustainable world, both socially and environmentally.

June 2021



Barteld Schutyser
Partner and Chair of
the CSR Committee



Jean-Marc Gollier
Senior Counsel



Tine Verhelst
Director of
Administration

Concepts

“The Corporate social responsibility (CSR) of an enterprise is its impact on society*.”

The European Commission states that:

“Respect for applicable legislation, and for collective agreements between social partners, is a prerequisite for meeting that responsibility. To fully meet their corporate social responsibility, enterprises should have in place a process to integrate social, environmental, ethical, human rights and consumer concerns into their business operations and core strategy in close collaboration with their stakeholders, with the aim of:

- + maximising the creation of shared value for their owners/shareholders and for their other stakeholders and society at large;
- + identifying, preventing and mitigating their possible adverse impacts.”

“Sustainable development” was defined in the Brundtland Report “Our Common Future” submitted to the UN by the World Commission on Environment and Development in 1987 (<http://www.un-documents.net/our-common-future.pdf>) as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs”.

This concept is more relevant now than ever. It is at the heart of the UN's September 2015 Sustainable Development Goals initiative (<http://www.un.org/sustainabledevelopment/>), which identifies 17 goals (“Sustainable Development Goals” – “SDGs”) to be achieved by 2030 to ensure sustainable prosperity around the world.

The UN's 2019 Global Sustainable Development Report “The Future is Now” concludes that progress is too slow to effectively achieve the SDGs by 2030. The 2020 Report reports significant progress, but records a strongly negative impact of the Covid-19 pandemic on most of the goals.



* Commission Communication of 25 October 2011 (COM 2011 681/F2)

Sustainable Development Goals: the targets

For the reader's convenience, we reproduce below the text or an excerpt from the main SDG “targets” that Eubelius identifies in its policy.

Goal 2. Zero Hunger

2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.

Goal 3. Good health and well-being

3.2 By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births.

3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

3.d Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks.

Goal 4. Quality education

4.4 By 2030, substantially increase the number of

youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.

4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles.

Goal 5. Gender equality

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

Goal 8. Decent work and economic growth

8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation.

8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation.

8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.

Goal 10. Reduced inequalities

10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

Goal 11. Sustainable cities and communities

11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage.

Goal 12. Responsible consumption and production

12.3 By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses.

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

12.6 Encourage companies, especially large and transnational companies,

to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

Goal 13. Climate action

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

Goal 17. Partnership for the goals

17.6 Enhance North-South, South-South and triangular regional and international cooperation on and access to science, technology and innovation and enhance knowledge sharing on mutually agreed terms, including through improved coordination among existing mechanisms, in particular at the United Nations level, and through a global technology facilitation mechanism.

17.7 Promote the development, transfer, dissemination and diffusion of environmentally sound technologies to developing countries on favourable terms, including on concessional and preferential terms, as mutually agreed.

About Eubelius

Eubelius is Belgium's largest independent law firm, with offices in Brussels, Kortrijk and Antwerp. Our 23 partners, 15 (senior) counsels and more than 100 associates offer counselling and representation on Belgian and European law.

We have privileged working relationships with outstanding independent law firms in many foreign jurisdictions. Our practice has a strong national and international focus, and a significant proportion of our work is cross-border (both inbound and outbound). We serve a very diverse client base, ranging from Fortune 500 multinationals to local entrepreneurs, a large number of companies with public law status, and numerous Belgian companies which are part of large international groups. We represent all Belgian language communities and handle matters in English, Dutch, French and German.

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