

CHARTER

Corporate

Social

Responsability

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CSR is an opportunity for us to reflect on the values that we wish to embody and that unite us. These values are deeply rooted in the firm's raison d'être and even go beyond anything we could write in a CSR charter!

Oliver Wiesike, partner, Lyon office



Editorial

The creation of value and the search for innovative and pragmatic solutions are at the heart of our consulting mission. Our CSR (Corporate Social Responsibility) policy is an extension of these values.

In order to put these values, which are dear to us, in writing and to take stock of the various actions undertaken, we have drawn up this CSR charter.

This charter reviews our commitments in their dimensions:

- Human
- Social and environmental
- Ethical (as legal professionals)

For the partners of the firm



Human values

We believe in a fully human approach, in the sense that we cultivate the values of respect and integrity.

Inclusion & diversity

We want to promote values of **inclusiveness and diversity**, and believe strongly in the principle of non-discrimination and equal opportunities. By putting people at the heart of our business, we aim to create an environment in which our people can feel valued and included in decision-making.

Teamwork

By working as a team, we **value the skills of each individual**. We are aware of the value of our employees and their essential role within the firm. For this reason, we are careful to create a **fulfilling work environment**, while taking into account the personal and family situation of each individual. In particular, we put in place appropriate tools when necessary (e.g. teleworking).

Trainings

Our employees also follow **training** courses in various fields of technical expertise, but also in personal development. Several of us teach at the Faculty of Law, Political Science and Management in Strasbourg and at the EM Lyon Business School. The firm is also a **certified training organisation** and can, as such, provide training to its clients.

Promoting professional integration

In order to **promote professional integration among young people**, we regularly welcome and recruit interns and trainees in all our areas of legal expertise, as well as in our communications department. We also open our doors to young schoolchildren to help them discover and share our passion for the legal profession and we give talks every year in schools in the region.

Our ambition: **to create
and live our values**

We give preference to local suppliers, and in particular to suppliers who have a CSR policy themselves.

With a view to reducing our carbon footprint, we have put in place several measures within the firm.



- Use of jugs and glasses instead of plastic bottles and cups for water and cups for coffee and tea.



- Use of recycled paper for internal use and notepads made of recycled cardboard.



- Consumption of organic loose tea rather than tea bags.



- Saving documents on an internal cloud to avoid unnecessary printing.



- Preferential use of bicycles. The firm provides its employees with a bicycle for short business trips and has participated in the «Work by bike» challenge organised by the city of Strasbourg.



- Recycling of empty ink cartridges by a partner.



- Use of connected business cards



Social and environmental Commitment





Innovation at the heart of our business

Innovation, data confidentiality and value creation are among the fundamentals of our firm.

This is why, since 2015, the firm has chosen to equip itself with a high-performance, secure information system integrating business software, data hosting in a cloud located in France, an email system and a telephone system.

Through the convergence of these IT and telephone solutions, we offer our clients a reliable ecosystem that allows them to :



- To ensure the security and confidentiality of their personal data



- To facilitate exchanges and the sharing of information



- Ensure strict monitoring of fees

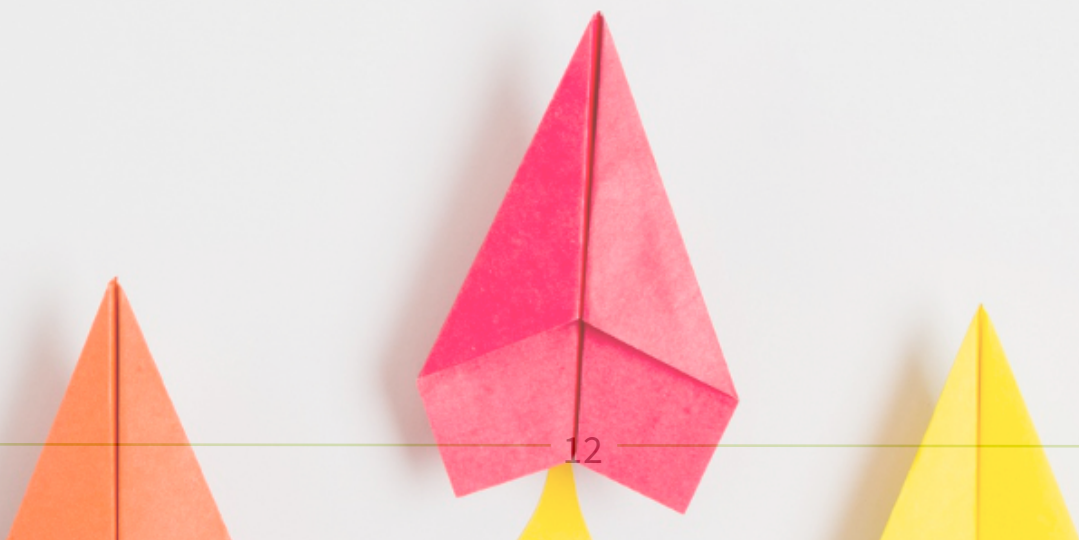


- To offer local services



- Limit travel and printing by using electronic signatures

Focus on our different sponsorship actions



Valoris Avocats has been involved in several sponsorship initiatives since its creation in various fields.

Each year, the firm devotes part of its profits to such actions. For example, we have supported :

MUSÉES DE LA VILLE DE STRASBOURG

At the exhibition **Laboratoire d'Europe 1880-1930** organised by the Musées de la Ville de Strasbourg.



To the **Abribus** association, distributing free hot meals to the needy.



To the association **Nettoyons Lyon**. The aim of this association is to clean up the rivers, banks and other areas of the Lyon metropolis that have been soiled by human activity.



To the **Strasbourg Eaux-Vives canoe-kayak association**. It welcomes young people, adults and disabled people wishing to learn and improve their skills in this sport.



To the association **Enfants de Marthe**, helping children suffering from cancer and treated in the paediatric onco-haematology department of Professor Lutz at the Hôpital de Strasbourg-Hautepierre.



To the Fondation **Université de Strasbourg**. The Foundation came to the aid of the most disadvantaged students, following the confinements caused by the Covid-19 health crisis.



To the **Equidemotion** association which is an inclusive association, offering adapted equestrian activities combining personal development.



To the association **Vaincre la Mucoviscidose**, through the «Move For Muco» sports challenge. This challenge allows to raise awareness of this disease and to collect funds for the association.



To the humanitarian association **Enfants d'Ukraine**, which sponsors Ukrainian children and takes care of the delivery of humanitarian convoys to respond to the emergency in Ukraine.



To the association **Les vélos du cœur**, which helps a public identified as vulnerable.



The partnership between the Hôpitaux Universitaires of Strasbourg and the Paul Strauss Centre creating the **ICANS**, an institute ranked among the best experts in cancerology in France and Europe.



To the **Adapei Papillons Blancs d'Alsace** association, which promotes the professional inclusion of people in a supported pathway approach.



At the **Café Joyeux** solidarity restaurant, which employs and trains people, mostly with Down's syndrome or cognitive disorders such as autism.



To the **Women's Foundation** which fights for equality and women's rights.



To the association **Terre des Hommes France** which engages with young people in actions against the causes of climate change.



To the **Chti'coureurs** association, which aims to fund local projects that improve the quality of life of people with cancer.



To the association **Unis vers le sport**, which aims to implement education and integration programmes through sport in the priority neighbourhoods of Strasbourg and its region.



The **Entreprendre Pour Apprendre** federation, which promotes business culture from secondary school level by encouraging the creation of mini-companies in various schools.

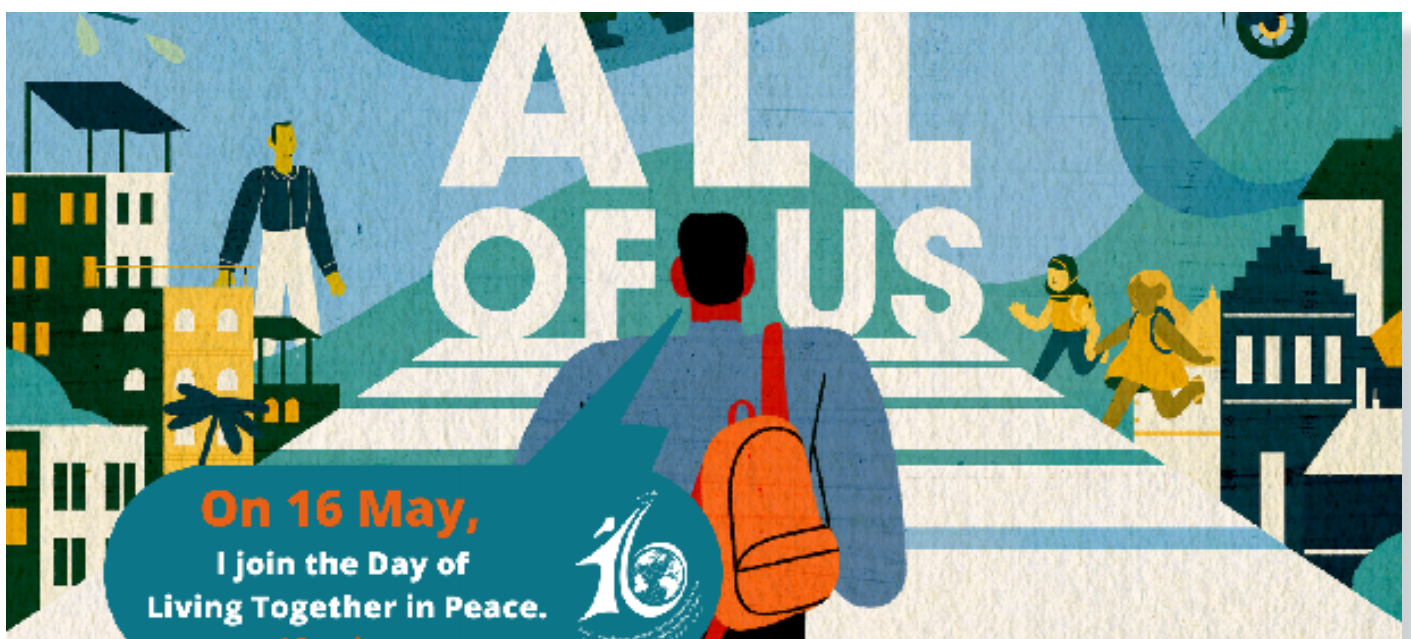
The firm favours solidarity actions, particularly local ones, regardless of the visibility that may result from them. The choice of projects is made collegially after presentation of the causes to which the members of the firm

Signature of the Universal Declaration of Living Together in Peace.

On 16 May 2022, the 5th edition of the International Day of Living Together in Peace (IDLP) was held. For this day, which was celebrated all over the world, the firm undertook to distribute the documentary film «We All» to its entire network, as well as to sign the Universal Declaration of Living Together in Peace.

The film «We All» tells the stories of daring citizens who, with a view to a more harmonious life between people of different beliefs, are reinventing family, education, social relations, culture, work... despite the existing difficulties and tensions.

“*To all those who act together against the challenges of our time, who believe in a reconciled humanity, conscious of its ontological unity, we address a message to make the International Day of Living Together in Peace, on 16 May, the means to weave and strengthen the circle of fraternity between citizens, communities, peoples and states.*”





Our commitments as lawyers

Beyond the oath that binds us, all members of the firm, lawyers and support functions alike, strive to apply the CSR policy in their daily work.

In particular, the firm undertakes to :

- Charge reasonable fees and be flexible with clients
- Regularly making our skills available on a voluntary basis (skills sponsorship and pro bono work)

The firm also creates jobs and contributes to Franco-German cooperation and regional development. Several of our partners are also members of Business Clubs, which enable them to establish a link between the various economic players such as companies, Chambers of Commerce and local authorities.



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