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# UNITED NATIONS GLOBAL COMPACT

## Communication on Progress 2022

Reference period: September 28, 2021 - September 27, 2022



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## STATEMENT FROM OUR MANAGING PARTNER

Since 2021, **van Berings** has been committed to the UN Global Compact and embraced the Ten Principles on human rights, labor, environment, and anti-corruption.

We hereby renew our commitment to the UN Global Compact initiative and our intent to implement the Ten Principles.

This Communication on Progress describes our firm's efforts towards the implementation of the Ten Principles, including a description of practical actions that we have taken in order to make them part of the strategy, culture and day-to-day operations of our firm, as well as a measurement of the outcomes.

We are delighted to submit this Communication on Progress and uphold our commitment to the Ten Principles.

Sincerely yours,

**van Berings**



**Francesco Adami**  
*Managing Partner*



# SUSTAINABILITY

In recent times, also following the enactment of the UN Sustainable Development Goals, sustainability has become a pivotal business factor across all industries, and it is definitely intended to strength its role as time goes by.

While evaluating a business, economic outcomes are no longer the sole elements to be taken into account, as also environmental, social, and governance factors step in.

Sustainability is an ongoing challenge involving all of us. We recognize our responsibility to help protect the planet and reach sustainable development, therefore we want to do our part among others minimizing the impact our firm has on the environment and supporting those who are working to improve global environmental sustainability.

**be sustainable** is our commitment aimed at incorporating virtuous environmental, social and governance practices within our organization, through the implementation of initiatives which make our firm more sustainable.





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# HUMAN RIGHTS

**Principle 1:**

*“Businesses should support and respect the protection of internationally proclaimed human rights”.*

**Principle 2:**

*“Make sure that they are not complicit in human rights abuses”.*



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# SUSTAINABLE SUPPLY CHAIN

As part of the **Sustainable Supply Chain Policy**, our firm requires its suppliers to comply with certain principles, which range from human and labor rights, occupational H&S, compliance to environment.

In particular, **van Berings** expects its suppliers:

- to comply with applicable national laws and regulations regarding human and labor rights, as well as with the principles of the UN Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work; and
- to pay at least the minimum wage, as required by national law; and
- not to employ or do business with subcontractors or suppliers that employ persons under the minimum age; and
- not to rely on forced labor; and
- not to discriminate on the basis of race, religion, national or ethnic origin, sex, gender identity, age, sexual orientation, disability, political affiliation, or other comparable reasons; and
- not to perform or tolerate any type of physical punishment or physical, sexual, psychological or verbal harassment or abuse.

**van Berings** reserves the right to cut or refuse partnerships with suppliers that do not achieve, do not maintain, or are unable to demonstrate progress towards these principles.

The **Sustainable Supply Chain Policy** is freely accessible on our [WEBSITE](#)



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# SUSTAINABILITY RELATED SERVICES

**van Berings** offers a wide array of sustainability-related services, which are intended to help local and multinational corporations understand, embrace, implement and manage the core principles of a sustainable development.

In particular, our **ESG toolkit** is aimed to evaluate the current ESG positioning of a business and provide for tailored-made prescriptions enabling the business to improve its ESG positioning.

Our [besustainable@vanberings.com](mailto:besustainable@vanberings.com) information service provides pro bono preliminary advice to any person interested in finding new strategies and opportunities towards a sustainable development.

[FIND OUT MORE](#)



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## PRO BONO

**van Berings** has a long-standing commitment to provide pro bono legal services to individuals and organizations in need.



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## COMMUNITY OUTREACH

**van Berings** endorses Amazon’s initiative “**Un click per la Scuola**” in order to support local schools and kindergartens in purchasing equipment and supplies.

In addition, our firm regularly contributes to non-profit organizations aimed, in particular, at assisting and sheltering people in need.







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## MEASUREMENT OF OUTCOMES:

- 100% of our top 10 suppliers have been notified and made aware of our Sustainable Supply Chain Policy and we are committed to cease any business relationships with those suppliers which will not accept such policy.
- Through the Amazon's initiative "**Un click per la Scuola**", **van Berings** donated roughly Euro 1,000 worth in equipment and supplies for schools and kindergartens.
- Our firm monitors all pro bono, as well as sustainability-related activities. The involvement in such kind of activities is taken into account to evaluate the associates' performance.
- For each FY, our firm allocates a dedicated budget to fund sustainability-related initiatives.



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# LABOR

**Principle 3:**

*“Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining”.*

**Principle 4:**

*“The elimination of all forms of forced and compulsory labor”.*

**Principle 5:**

*“The effective abolition of child labor”.*

**Principle 6:**

*“The elimination of discrimination in respect of employment and occupation”.*



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## WORK ENVIRONMENT

### van Berings:

- complies with all applicable H&S regulations; and
- is committed to ensure a decent and attractive workplace for all its employees and associates.

State-of-the-art equipment is at disposal of all our associates.

The firm supports associates' remote working and grants them with full schedule flexibility and adequate devices.

The firm size and culture allow a collegial atmosphere where partners and associates collaborate freely and frequently across practice areas.

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## TRAINING

**van Berings** is always available to invest in its associates to develop their professional knowledge and skills, as well as to foster their talents.

To this purpose, the firm constantly encourages and sponsors its associates to enroll in training programs and initiatives of various kind and nature.



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# FORCED AND COMPULSORY LABOR CHILD LABOR

**van Berings** rejects any form of forced and compulsory labor, as well as child labor, and requires all its suppliers to act accordingly.

In that respect, our **Sustainable Supply Chain Policy** requires all our suppliers:

- not to employ or do business with subcontractors or suppliers that employ persons under the minimum age; and
- not to rely on forced labor; and
- not to perform or tolerate any type of physical punishment or physical, sexual, psychological or verbal harassment or abuse.

**van Berings** reserves the right to cut or refuse partnerships with suppliers that do not achieve, do not maintain, or are unable to demonstrate progress towards these principles.

The **Sustainable Supply Chain Policy** is freely accessible on our [WEBSITE](#)



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# DIGNITY, DIVERSITY, AND INCLUSION

At **van Berings** we recognize and appreciate all of the differences that make each of us unique. Upholding a culture of inclusion that fosters these differences is imperative for our business, our clients, and the communities in which we live and work. Embracing a diversity of perspectives, backgrounds and experience allows us attract and retain the best talents and provide our Clients with the most considered and innovative advice.

From the very beginning we have strongly valued diversity and inclusion at the partners, associates and staff level as we firmly believe that addressing diversity and equality is not only an ethical principle but also an appropriate asset to efficiently deal with variety and complexity, both in life and at work, in an increasingly globalized world.

**van Berings** strives to guarantee equal accessibility and opportunity for all while seeking to ensure that everyone reaches their fullest potential.

For **van Berings**, dignity means mutual respect, as well as creating a positive and productive work environment. It also translates to not exposing each other to any harm in the form of abuse, bullying or harassment.

As part of the **Dignity, Diversity, and Inclusion Policy**, our firm strives to create a workplace:

- that promotes equality and diversity; and
- free of abuses and any form of discrimination based on race, religion, national or ethnic origin, sex, gender identity, age, sexual orientation, disability, political affiliation, or other comparable reasons; and
- grounded on dignity, respect and courtesy.

The **Dignity, Diversity, and Inclusion Policy** is freely accessible on our [WEBSITE](#)



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## MEASUREMENT OF OUTCOMES:

- No claims for breaches of H&S regulations occurred in the reference period.
- In the last 3 FYs, **van Berings** invested Euro 23,500 in training initiatives for its associates.
- 100% of our top 10 suppliers have been notified and made aware of our Sustainable Supply Chain Policy and we are committed to cease any business relationships with those suppliers which will not accept such policy.



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# ENVIRONMENT

**Principle 7:**

*“Businesses should support a precautionary approach to environmental challenges”.*

**Principle 8:**

*“Undertake initiatives to promote greater environmental responsibility”.*

**Principle 9:**

*“Encourage the development and diffusion of environmentally friendly technologies”.*



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## RESPONSIBLE CONSUMPTION, NEAR SOURCING, AND USE OF RECYCLED MATERIALS

At **van Berings** we encourage and implement an efficient and sustainable use of resources in order to reduce the overall waste generation.

Responsible consumption constitutes a core value at our firm. In order to significantly reduce waste generation, and in general the environmental impacts of our purchases, we prioritize reusable products over disposable ones and put in place an efficient waste segregation management for all offices.

When purchasing goods, environmental factors are deeply taken into account: in fact, given comparable quality, it is our policy to choose eco-friendly goods (both in terms of reusability and recyclability) over alternative ones, no matter if more expensive.







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## OUR INITIATIVES:

- Our premises are equipped with water filtering systems, and reusable water bottles are made available to all our associates, as well as clients, thus effectively reducing plastic waste.
- We encourage the reduction of paper use and file and archive documents digitally wherever possible.
- **van Berings** signed up for “**CO2 Neutral Website**” in order to neutralize **vanberings.com** carbon emissions.
- We strive to minimize energy consumption wherever and whenever possible.
- **van Berings** is among the first law firms to join the Net Zero Lawyers Alliance.  
As member of the Alliance, our goal is to achieve Net Zero GHG emissions by 2050 or sooner.  
We are also committed to raise our client’s awareness on sustainability, as well as to offer advice on related issues.
- In order to promote green mobility and provide an effective transport alternative, **van Berings**:
  - prefers alternatives to travel whenever possible or encourage the use of eco-friendly travel options; and
  - financially supports its associates in shifting from combustion engine cars to hybrid or electric vehicles; and
  - makes available to all of them bike sharing passes to enhance urban sustainable mobility.



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## MEASUREMENT OF OUTCOMES:

- Our water filtering systems lead to the saving of 3,375 PET bottles per year.
- All of our partners and associates are equipped with Vegan Backpacks, made 100% from recycled PET bottles, which allowed us to contribute to the recycling of approximately 675 PET bottles.
- Each of our Recycled Bottles funds the collection of ocean-bound plastic bottles. This allowed us to contribute to the collection of more than 36,000 ocean-bound plastic bottles.
- By replacing plastic cups with re-usable ones made of glass and ceramic, we were able to eliminate the use of roughly 975 plastic cups per year.
- Through the initiative “**CO2 Neutral Website**”, we set off 100% of **vanberings.com** carbon emissions.
- Our premises are equipped with 100% LED lighting systems.
- 75% of our associates commute to work through eco-friendly travel options (e.g. bikes, public transport, EVs, etc.).



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# ANTI-CORRUPTION

**Principle 10:**

*“Businesses should work against corruption in all its forms, including extortion and bribery”.*



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## OUR STATEMENT

**van Berings** firmly rejects any form of corruption.

As part of the **Sustainable Supply Chain Policy**, our firm expects its suppliers:

- to comply with applicable national and international laws, regulations, as well as generally accepted practices; and
- not to participate in or support any form of corruption, bribery or money laundering; and
- to disclose any material information related to its business with **van Berings** in a timely manner, as well as to report actively any deficiency related to the information provided; and
- to act with integrity in all business relationships.

In addition, we expect all our clients to adhere to national and international money laundering regulations. To this purpose, when engaging with new clients, we require them to fill out a specific form disclosing certain material information for anti-money laundering purposes.



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## MEASUREMENT OF OUTCOMES:

- 100% of our top 10 suppliers have been notified and made aware of our Sustainable Supply Chain Policy and we are committed to cease any business relationships with those suppliers which will not accept such policy.
- 100% of our clients filled out a dedicated anti-money laundering form.



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## ABOUT VAN BERINGS

Our roots go back to 1959, when the oldest of the firms that later merged into **van Berings** started providing legal services on the market. For almost sixty years **van Berings'** attorneys have worked across practices, industries and jurisdictions to provide clients with innovative, effective and solution-oriented approaches to their most complex domestic or international legal and business challenges.

We are not, and do not strive to be, the largest law firm measured by number of offices or attorneys. The hallmark of **van Berings'** success has always been and continues to be an uncompromising commitment to legal excellence, extraordinary Client service, full understanding of our Clients' business and culture, a sharp focus on the issues that matter most and a commitment to addressing our Clients' immediate needs and advancing their longer-term strategic goals.

Pursuing this goal requires a constant focus on our Clients, a deep understanding of their markets and businesses, globally minded and committed professionals and responsibility and integrity in the way they interact with our communities and manage our impact on the environment.

**van Berings** strives to provide its Clients with strategic, proactive, practical, timely and cost-effective legal advice and services that meet the highest legal, ethical and professional standards, by always thinking strategically and considering creative approaches.

**van Berings** is a mid-size international law firm representing Clients ranging from public companies, multinational corporations, private equity funds to entrepreneurs and private companies. We have been consistently recognized for our expertise in Corporate and Securities Law, Mergers & Acquisitions, Commercial Contracts, Employment Law, Real Estate, Intellectual Property and Dispute Resolution. In addition, we have significant practices dealing with Banking & Finance, Project Financing and Tax matters. Primarily based in Milan, **van Berings** represents clients nationally and internationally.



We are positioned to serve Clients almost anywhere in the world. With **van Berings** Offices strategically spread across Europe and the Americas, we embrace a diverse work environment with attorneys on staff who are admitted to practice in the relevant jurisdiction and are fluent in English, German, Italian, French and Spanish.

Additionally, as we have maintained a seasoned cross-border practice for decades, over time we have developed a sophisticated international network of over 34 correspondent law firms located in 23 countries with whom we enjoy deep, long-term relationships enabling us to provide our Clients with fully integrated cross-border services with respect to multi-jurisdiction transactions and local law advice.

Communication and understanding between **van Berings** and our Partner Firms is unparalleled as most of our attorneys share the same or a similar professional background and the same professional culture and commitment to the Clients´ needs.

At **van Berings**, solution-oriented thinking, legal knowledge and long-standing international experience come together to create the business value our Clients demand.

**Visit us at [vanberings.com](https://www.vanberings.com)**



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