

Sustainability report

Morris Law

2021

We have prepared a voluntary sustainability report based on implemented and planned activities in environmental, social and economic areas. The report has been prepared in line with the provisions of ÅRL chapter 6. The plan has been developed based on our current prerequisites, but we strive to continuously develop the work and broaden our responsibility. We use PURE ACT's digital platform Acture as a tool in our sustainability work.



PURE ACT
Change through action

Groundwork

Clear activities and existing routines:

Division of responsibility

Morris has appointed a sustainability group with representatives from different parts of the firm. The group's task is to initiate and coordinate the sustainability work, which with the management group and the board's support is carried out in different parts of the organization. In the group, we highlight ideas and challenges that have been obtained from employees and the organization, but of course also based on what is happening in our industry and our society.

Morris Sustainability Manager is responsible for actively developing and pushing the work forward both internally and externally together with partners and clients. The work is distributed within Morris based on the role involved, such as CEO, HR manager, IT manager, finance manager, administrative coordinator, marketing manager, office coordinators and receptionists.

The Sustainability Manager has the floor

As a firm, we at Morris Law ("Morris") have high demands put on us, both internally and externally, when it comes to key issues such as ethics, gender equality, diversity, inclusion and climate-smart routines. We have to practice what we preach and cannot give advice on codes of conduct, whistleblowing, money laundering rules, do investigations, tell our clients what demands they should make on their subcontractors and partners, if we ourselves do not live up to what we advise. Our goal is for Morris to be the industry's first choice when looking for the most sustainable workplace.

2021 was the year when we wrote our first sustainability report. It was then that we realized that we already have several pieces in place, that we are actually quite good. It was also the year when we realized that we have a lot of work ahead of us. To catch up and to end up at the top. During the year, we worked extra with issues around diversity, inclusion and gender equality. It is a work that we will focus on going forward and in the coming years. Our journey to bring about change began with acknowledging the inherent distortions and the fact that all industry participants, including Morris, have a lot of work ahead of them. Not only is the finish line not in sight, we will never consider ourselves finished with this work.

The CEO has the floor

Out of the frying pan into the fire. We have basically put the pandemic behind us and instead the situation in Ukraine is escalating with each passing day. Terrible and inconceivable scenes reach us in Sweden. We are not currently directly affected, but it is still striking how everything in this world is connected. That everything we do or do not affect our present and our future. This text and this report are about sustainability. Strangely enough, it can feel unimportant when Eastern Europe is on fire. But we must try to keep two thoughts in our heads. Our work concerning a sustainable world is only becoming more important. The realization of how dependent we are on each other and that our actions have consequences is crucial. That we must make sustainable choices.

Sustainability has been an important focus area for us for many years, but in all honesty, it has mostly stopped at good intentions. Therefore, it obviously feels very good that we can present Morris' first sustainability report here and now. Since the firm was founded in 2014, we have had strong growth and not really had time to do everything we wanted to do. To achieve results, we decided in the autumn of 2020 that we must become more concrete. Set clear goals and achieve results. And we quickly realized that we needed external help to move forward. We started a collaboration with the sustainability consultants Pure Act. Reaching out and asking for help was crucial for us.

We clearly see a growing focus on sustainability issues in our industry. That the demands on knowledge are increasing. But not only in terms of what we can help our clients with but also how we act ourselves. What we contribute. Or do not contribute. We see how the issue of sustainability has grown in the choice of employer. Our industry continues to struggle with major challenges, especially when it comes to gender equality and diversity. Morris is no exception. If we are to be the given choice for both clients and potential employees over time, we need to intensify our work in these parts. In other words, the concrete changes we have made that we can point to in this report are only a first step. And it is, of course, an ongoing work where we will never be completely finished.

Stakeholder analysis

We have analysed our most important stakeholders to identify what requirements they can place on us linked to sustainability. Our most important stakeholders are:

- Present and potential employees
- Clients
- Industry colleagues

Priority analysis

Together with Pure Act, we have analysed our internal strengths and weaknesses in environmental, social and economic sustainability. We have also analysed our external opportunities to maximize the positive effect of our sustainability work as well as the external threats that could complicate our work. Based on these analyses and on requirements and expectations from our most important stakeholders, we have decided to prioritize the following areas of materiality/global goals:

The global goals:

SDG 5. Equality (Target 5.1, 5.4, 5.5)

Both in our own organization and in society, we must work actively for increased gender equality. In addition to continuously and proactively working with gender equality issues in our own business and within our industry, we have chosen to raise and actively work with gender equality issues with our partners to jointly influence and create a more equal society.

SDG 8. Decent working conditions and economic growth (Target 8.1, 8.5, 8.6, 8.8)

Work environment is one of the most central issues in our sustainability work. Our employees are our most important resource and we care that you as an employee at Morris feel safe, included and appreciated. Economic sustainability is a prerequisite for us not to have to compromise when it comes to quality, wellbeing or sustainability. We are convinced that sustainability brings many business benefits in the long term, but in the short term it entails costs that we must be able to bear in order to contribute to the necessary change.

SDG 10. Reduce inequality (Target 10.2, 10.3)

We strive for a breadth linked to equality and gender equality aspects among our employees, as we are convinced that diversified compositions of people have better conditions for creating a sustainable and viable company than homogeneous groups. We pay special attention to gender equality when it comes to recruitment, leadership and the opportunity to combine working life and parenthood. We have zero tolerance for all forms of discrimination and victimization. All our employees must, just as in society as a whole, have the same rights and opportunities in life, regardless of, for example, gender, ethnicity, sexual orientation and social affiliation.

SDG 12. Sustainable consumption and production (Target 12.2, 12.6, 12.8)

As a service company, the purchase of goods and services constitutes a large part of our environmental impact and we believe that all measures that can reduce our footprint are significant. Our goal is to promote sustainability at all levels. We need to increase the awareness of our employees, customers and suppliers. As a

company, we need to take our responsibility to switch to making conscious, sustainable choices.

SDG 16. Peaceful and inclusive societies (Target 16.3, 16.4, 16.5, 16.7, 16.10)

As a law firm, it is our task to review and quality assure the information that our clients provide. We need to have routines and high quality in the work of analysing information and following the laws and regulations that exist. In order to ensure that our work contributes to value creation, we must take responsibility and continuously work for good quality in all services we provide and share the knowledge we possess.

Carbon footprint

Our carbon footprint for 2021 is 2.8 tonnes of CO₂e per employee and year. We have calculated the imprint in ClimateHero's digital calculator that takes into account our office, travel and purchasing. The calculator is based on the GHG protocol.

Long-term goals

In 2030, we will have a more even gender distribution in leading positions and in the partner group. In 2022, we will implement our new career and development ladder with a clarity about which different career paths exist and where you are given the same opportunities regardless of, for example, gender, ethnicity, sexual orientation and social affiliation. The goal is linked to the priority areas and global goals 5 and 10. About this, ongoing work, you can read more about under the section Equality & diversity.

In 2022, diversity & inclusion will be a separate item in our internal education program Morris Academy. The goal is to create an awareness raising dialogue and increase knowledge regarding issues of diversity and inclusion. The goal is linked to the priority areas and global goals 8, 10 and 16.

By 2022, we will have reduced our carbon footprint by 10 percent. The goal is linked to the priority area and the global goal 12.

In 2022, we will draft a code of conduct. A guideline for how we as a company should conduct our business in an ethically, socially and environmentally correct manner. How we treat each other and our environment. The code of conduct must be available for our employees as well as for our partners and suppliers to sign. The goal is linked to the priority areas and global goals 5, 8, 10, 12 and 16.

Work environment

Completed activities and existing routines:

Alternative workplaces

At Morris, we can offer flexible workplaces. Many meetings are held digitally, which enables a change of environment in the form of being able to work away from the office. This in combination with flexible working hours makes it possible to create a greater balance between work and private life. During the pandemic year 2021, we have seen both advantages and disadvantages of working from home. Where you as a more senior employee to a greater extent experience that it is easier to work at a distance, but where more junior employees feel that it has been more difficult with social cohesion at a distance. As a new employee, it is important to meet your team and colleagues, which has been a challenge during the year 2021.

In the spring of 2022, we will investigate how we as a company should work going forward. What the employees want and need, what is best for business area groups and the company are issues that need to be investigated. It is inevitable that developments during the corona pandemic and the future of the "new normal" have fundamentally changed the way we work. We will need to look at solutions where we to a greater extent combine office presence with distance work. But what it should look like is something we must develop together to create a good and sustainable workplace for all employees.

Work environment policy

A good and safe work environment is an important strategic issue for Morris. Cultivating the work environment must be an integral and natural part of the company's overall operations; work environment issues must be addressed in direct connection with everyday issues. Fundamental to the business is to prevent illness and injuries that, in whole or in part, arise due to work. Achieving efficiency and quality when cultivating our work environment is a profitable investment for the future where high work motivation and low sickness absence are the direct benefits. Our work environment policy is available to all employees on our intranet.

Ergonomic work environment

By letting ergonomics permeate the design and interior of our offices and workplaces, we have seen to that everyone at Morris is given the same chance to be able to perform with good quality at work. Here we look at office spaces, open spaces, lighting and, something we value highly, the possibility of recovery. Good ergonomics also means an individual mindset. We are all different and have different prerequisites when it comes to both office space adaptation and recovery. All

employees have height-adjustable desks and ergonomic office chairs. If necessary, we purchase special aids if an employee so wishes.

Illness prevention

Stress-related illnesses are common in our industry. To prevent illness and get help in the event of illness, all employees have health insurance, which can be used for both prevention and illness.

To be able to follow the employees' well-being, we measure, among other things, work situation, stress and job satisfaction with the help of the measurement tool Winningtemp. Results and comments are followed up on an ongoing basis by HR together with the CEO.

Business activities

At Morris, we are a unit and a company, regardless of which geographical location you as an employee uses as a base. It is therefore important to have social gatherings where all employees have the chance to meet and socialize. We have several AWs in the offices, summer and winter parties, kick-offs and conference trips. With our internal climate policy as a guideline, travel takes place between the offices, to conferences and travel by train and boat, in rare cases we fly the climate is compensated for these trips. Food at external and internal events as well as during travel must, as far as possible, be all-vegetarian where exceptions are made for locally produced, organic food. In the case of seafood it must be MSC, ASC and labelled. Beverages served must be locally produced, organic, in climate-smart packaging and there must always be non-alcoholic alternatives.

Competence training

Morris' education package "Morris Academy" is an ongoing education effort that benefits the associate lawyers and thus also Morris' business. It is primarily an internal education program for continuing professional development for all roles both in the separate business area groups as well as a crossover education to broaden the level of knowledge for all employees. During the first years as a new employee, the education is of a more basic and general nature in order to later, over time, gain a more specialized focus based on individual need. In order to be able to deliver the services and maintain the high level of ambition that we have today, it is crucial to give our employees the continuing professional development that is needed based on the role they hold.

Employee benefits

All permanently employed employees receive preventive healthcare benefits, occupational pension, health insurance, health care insurance, accident insurance, access to an e-doctor, annual health check, counselling with a psychologist, noise-cancelling headphones, compensation for monitor glasses, supplementary parental allowance and one compensated moving day.

Employee development talks

Morris pursues an active employee welfare and career development for our employees. This applies both on a personal level and on a person's roll as a professional. As part of this, a routine with development talks and half-year talks has been created. The development talk aims to follow up on the past year, plan the coming year and the half-year talk aims to be a mid-term evaluation.

Staff meetings

We have weekly meetings for all employees, where it possible to participate both on site in the offices and digitally. During the pandemic, we have deliberately increased our information flow and have then seen an increase in commitment and willingness to influence and develop the company together. We believe in collaboration and interaction instead of the traditional pyramid-shaped structures. To give employees more room and more opportunities to apply their expertise and knowledge to the challenges that the company faces, and to do it together.

Rehabilitation plan

Life has its different phases and it is important for Morris as a company to help all employees when faced with illness or injury to get more sustainable employees.

In the event of illness or injury, all employees will have the opportunity for support with a rehabilitation plan at Euro Accident. The rehabilitation insurance offers counselling for the employee for a greater opportunity to avoid a long and costly sick leave. The employee receives support all the way and before returning to work, an action plan is made, follow-up and when the goal is achieved, the measures are evaluated and completed.

Safety Committee

Morris' safety committee is a co-determining body concerned with work environment issues and consists of representatives from both employers and employees. Before the employer makes a decision on work environment issues, the matter must be considered by the safety committee. The safety committee meets at least every three months.

The safety committee has no personal responsibility for the work environment. Instead, the committee is advisory and proactive. It participates in policy-making as well as in the planning, implementation and follow-up of the overall work environment development. Morris' employees can turn to a member of the safety committee to raise issues that affect their own and colleagues' work environment.

Morris' safety committee in 2021 consisted of:

Erik Karlsson, Safety representative Gothenburg

Mathilda Havert, Safety representative Stockholm

Jenny Sahlsten, Sustainability Manager

Caroline Sundmalm Persson, People & Culture Manager

Therese Crispell, Office coordinator Gothenburg

Lana Murad, Office coordinator Stockholm

Survey of employee satisfaction

We have refrained from conducting an extensive employee study to investigate Work Life Balance, gender equality, sustainability, work situation, digitization, etc. During the year, we have instead implemented the tool Winningtemp to continuously measure well-being and commitment in the organization through mini surveys. In this way, early detection of shortcomings the company is possible and we can remedy them more efficiently, with HR working together with the CEO looking at what measures may need to be implemented. The surveys are made according to nine categories; work situation, job satisfaction, autonomy, participation, leadership, meaningfulness, personal development, team spirit and commitment.

The figures below are averages for 2021.

- In leadership, Morris' average was 8.4 and the industry average was 8.0.
- When you look at Work fulfilment, Morris' average was 7.3 against the industry average of 7.0.
- Sense of Meaningfulness, Morris averaged 7.8 against the industry average of 7.5.
- Autonomy, Morris' average was 7.1, which was the same figure as the industry average.
- Sense of Participation, Morris measured an average of 8.1 where the industry average was 7.8.
- Opportunity for Personal Development at Morris, was measured at an average of 7.8 against an industry average of 7.5.
- Sense of Team spirit at Morris received in 2021 an average of 8.1, the same figure as the industry average.
- Commitment to Morris as a company and our colleagues received an average of 8.2 against the industry's 7.9.

When asked "How likely is it that you would recommend Morris Law as an employer to a friend or acquaintance?" Our average value for ENPS (Employee Net Promoter Score) ended up at 63 in 2021, where the average for the industry is 33. A figure that we are very proud of, of course. In the category of ambassadorship and the question "Do you speak well of your employer in front of friends and acquaintances?" the figure is 9.5 where the average in the industry is 9.0. We are proud of the numbers but know that there are challenges and that change is constant. We want to be humble and responsive to our colleagues and employees as we are all individuals who are different and who manage the daily work in different ways.

Waste

Completed activities and existing routines:

Environmental and climate impact today

Our environmental and climate impact comes mainly from the energy use in our offices, consumables used in our daily work and our travels. We constantly want to find new ways to use energy more efficiently, focus on more environmentally friendly travel, better waste sorting, less food waste and on reducing the amount of consumables. By choosing digital working flows and methods, we have in 2020 reduced the number of printouts. This is done by switching to a more digital and efficient business and invoicing system and by increasing digital signatures both internally and in clients' transactions. We are constantly reviewing how we can save energy, recycle waste, reduce material consumption and choose products with a low environmental impact.

When we travel, we choose trains over planes. The pandemic gave us an extra push forward by forcing us to think more digitally in all processes and we all got a new way of thinking about our traveling.

Waste sorting

We sort waste in both our offices according to the following categories: food waste, plastic, metal, glass, paper/corrugated cardboard, batteries and newspapers.

Digital processes

Through our new business and invoicing system, we have a completely digital process. We send more and more invoices digitally. We also have digital salary specifications and work mostly with digital marketing.

Reducing paper consumption

In 2021, we have worked extensively with digitization of our internal systems and workflows. Following the implementation of our new business system, we have significantly reduced the level of printing in the offices. As more and more agreements are signed both internally and in a client context in the form of digital signing.

Recycle electronics

We lease our phones which are returned for resale at the end of the agreement period. Computers that have lost performance are sold to employees to meet other needs, e.g. as a school computer. Broken electronics are left at the recycling centre.

Energy & water

Completed activities and existing routines:

Sustainable electricity supplier

In 2021, we evaluated our choice of electricity supplier in both offices, and in Gothenburg we signed new agreements with 100% renewable electricity. In Stockholm, an agreement has been signed through our landlord where electricity agreements are based on providing climate-neutral electricity from wind power with Good Environmental Choice.

Sustainable storage of data

The server room is powered by 100% renewable energy.

Purchases & leasing

Completed activities and existing routines:

Sustainable technical equipment

We are constantly reviewing our equipment. All computers, printers, monitors and servers are TCO-Certified.

Sustainable office material

When purchasing office supplies, we increased the proportion of eco-labelled products during the year. We have the same supplier and material list in both offices. It both facilitates and gives us a greater chance to be able to influence the supplier's selection of eco-labelled products.

Purchasing policy

Our purchasing policy includes the policy, Morris Climate Code. Our Climate Code states how Morris will actively work to reduce business-related emissions of greenhouse gases (mainly carbon dioxide) and thus our carbon footprint. Our purchasing policy states how Morris prioritises the purchase of food and beverages and IT products.

In 2022, we will clarify our purchasing policy and how we prioritize the purchase of goods and services such as office supplies, food, beverages and IT products. As far as possible, we will choose products that are best for man and the environment, as well as suppliers who themselves work internally with sustainability issues. The policy will facilitate purchases for affected employees.

Eco-labelled consumables

When purchasing consumables, we have increased the proportion that are eco-labelled. We have made demands on our suppliers of merchandise regarding sustainability labels and recycled material choices.

No more bottled water

We serve tap water in jugs and have bought refill bottles in glass for all employees.

Vegetarian Food

In our policy Morris Climate Code, you can find information about how we at Morris think about transport, energy, food & drink, waste and consumption. Under the item food & drink, it states that the food we order and offer in connection with seminars, conferences and internal/external meetings must, as a starting point, be vegetarian and, as far as possible, locally produced. When purchasing food, fruit and coffee, the products must be MSC-, ASC- or KRAV-certified. Alcohol and alcohol-free alternatives that is purchased must, as far as possible, be locally produced (i.e. we buy Swedish beer and European wine).

As this is an important point, this is something that is closely followed up in regard to the scope and compliance.

If, for some strong reason, we must deviate from what we have put into practice, there is a clear list of which suppliers we then use to ensure that the food is sustainable, locally produced and has the right labelling based on raw materials.

Equality & diversity

Completed activities and existing routines:

Promote female partnership

3 out of 16 partners are women. Few women meet the requirements for partnership, which is primarily governed by turnover. To become a partner, you normally need to have worked at the firm for at least 8 years. To what extent do we take soft values into account? During the year 2021, we have actively worked with "mapping" of external recruitment at partner level.

Parent-friendly workplace

We have realized that an inclusive workplace must include a workplace where parenting can be combined with work. We offer our employees extra compensation during parental leave. Even more important is to lead by example. Being able to reduce working hours during stages of one's parenthood is something that is obvious to us. We have both men and women who have made that decision and we fully support it.

The equality group

We are and want to be innovative in the industry. Our key word is "Let's rethink business law", which also includes gender equality, equality and sustainable leadership. Much has already been done to create an equal workplace. However, we wanted to deepen and sharpen the work further to be credible inside and out. The intention is to build on the inclusive culture that exists within the company and find ways to actively ensure that Morris Law is an attractive employer that in the near future achieves a more even gender distribution in terms of partnership and board representation. This also applies to our admin group, where on the contrary women are overrepresented. An inclusive and equal workplace is an important issue for us as a firm, for our clients and for our future employees. We currently have about 80 employees, of which 60% are women and 40% are men. The agency is owned by 16 partners, three of whom are women.

Morris' board consists of three men and two women. We have made the choice to include an ordinary board member who is an assistant lawyer and not a partner. This was done by all employees being able to vote for their proposal for a representative.

In an industry that for a long time has had challenges as the percentage of female lawyers is higher than that of male lawyers, it is clear that this figure does not reflect the distribution in the partner group. Here we cannot sit and watch but must act and to be the modern workplace we want to be. It is not a project that begins

and ends, but must constantly be evaluated and reworked, where we dare to challenge to create the best conditions for our employees.

Gender and diversity issues are important to us at Morris. We therefore work in a structured manner in accordance with our equality policy and have also, together with Pure Act, identified a number of UN's global goals that the firm works with, including equality. Morris strives for diversity, which is reflected in the breadth of employees at the agency. We are convinced that a variety of career backgrounds, ages and personalities contribute to an open and developing climate.

In the autumn of 2021, we worked together with Helena Kästel and Urban Björn within the framework of the companies; Utblick - Analys och utveckling and Business As Equals AB with questions about gender equality, equality, diversity and inclusion. The work began with identifying the current situation, the desired situation and exploring our options and then agree on what kind of shift needs to take place to strengthen equality and diversity at Morris. This was done in joint workshops where the groups consisted of women and men of different ages from different professional categories. Based on experience of how important leadership is when it comes to succeeding in innovative work, the work in the partner group began. From experience, we have seen the importance of anchoring the work that is done within the organization with our partners in order to engage and clarify the driving force of the partners. The culture is set from above, which means that it is important that our partners own the issue and can act as role models.

With different issues as a starting point, we worked out what each group considered important to create a gender-equal workplace. In a joint final workshop, we voted on which three focus areas we will work with in 2022. Based on the question "What should we prioritize to strengthen diversity and gender equality in the firm?" the following areas were voted on;

- To create forums internally for conversations and increased awareness
- Increase clarity and transparency regarding career paths
- Social activities that strengthen Morris' culture

We want to work together to create a workplace where gender equality and diversity issues permeate our culture. Morris believes in equal rights and opportunities for all people regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. We are convinced that diversity, gender equality and an inclusive culture make people feel and perform better and contribute to increased creativity and development power.

It is therefore a natural and integral part of our business to actively work against discrimination and harassment. We place high demands on ourselves but would like to see that together with our clients and partners collectively contribute to a positive development in these areas.

Salary survey

Our evaluation process aims to be fair and objective. It is based on the company's goals and strategy as well as on other internal values. Employees' salaries and other terms of employment should only be related to performance, tasks, areas of responsibility and similar criteria. Unreasonable wage criteria or wage differences between women and men must not occur. If this should still prove to be the case, salaries shall be adjusted in a subsequent salary revision. All employees must know the salary criteria and guidelines that apply when setting salaries at Morris, and all employees must be offered salary interviews prior to salary revisions.

Since 2019, an annual salary survey has been conducted at Morris. Where different categories are mapped and where the mapping includes statistics on gender distribution.

Mentorship

Mentoring often brings to mind external mentoring programs, but these are also needed internally. A supervisor and a sponsor are appointed for all newly hired lawyers. For the assistant group, you get a more senior assistant as a sponsor, while the Admin Manager is the supervisor. In the autumn of 2021, we have begun work on the various career paths that exist at Morris and where internal mentorship during the senior stages as a lawyer is included.

In our collaboration with Mitt Liv, which organizes the mentorship program Mitt Livs Chans, a chance is given to work as a mentor for newly arrived academics.

Mitt Livs Chans

All parts of our organization, including our clients, must actively work towards the same goal and share our vision. An example of our active work is our long-term collaboration with the diversity organization and the mentor program Mitt Liv. Through this organization, many of our employees, juniors and seniors, have become involved as mentors to academics with a foreign background, and guided them into the Swedish labour market.

The cooperation and mentorship are at least as much a mentorship for us as for the students. It broadens our horizons and gives us the skills we need to identify and actively work with the problems that exist in our industry.

Together with Mitt Liv, we have established an industry network within HR where we arrange seminars and training in diversity, anti-discrimination and organizational development.

Diversity and inclusion education

We want all employees, regardless of gender, to have role models at all levels and at different ages in the company. We do not allow any forms of discrimination, but all people have an equal value and must be treated equally based on their individual circumstances. In the next few years, our focus areas will be gender equality and diversity. We as a company and the industry we operate in are quite homogeneous and not particularly diversified, for example in terms of sexual orientation, ethnic background and functional variation. We at Morris, together with colleagues in the industry, need to shed light on these issues in various ways. Diversity makes us more innovative and creative, and in addition, it is proven that the work environment is enhanced by diversity. By consciously and actively working with diversity issues, the organization's credibility increases in relation to our customers, future employees and the world around us. Having employees with different experiences and backgrounds gives us knowledge and perspectives that help us understand and attract different target groups and their different needs.

Planned activities:

Study visits

Through our partnership with Mitt Liv, we have the opportunity to offer study visits for newly arrived academics who are curious about our industry or us as a company.

We plan to invite high school and/or upper secondary classes to visit the offices in 2022, as we think it is important that young people open their eyes to our profession at an early age. Then they have the opportunity to lay a good foundation for further studies as early as possible.

Supply & production chain

Planned activities:

Code of conduct

We operate in a world that expects companies to be aware of their social impact based on environmental, social and economic factors. In 2022, we will produce a code of conduct that describes our values and attitudes in these areas. We must live as we learn and be able to show, both internally and externally, the values we as a company live by. Where we make it clear that we only deal with companies that use sustainable materials, care about the environment and treat their employees fairly. The code of conduct must exist for our employees as well as for our partners and suppliers. A future goal is for customers to also sign the code of conduct.

Society

Completed activities and existing routines:

Anti-corruption plan

According to the Swedish Bar Association, we are obliged to promote anti-corruption as well as to work against money laundering. We strive for good business ethics and in accordance with the Swedish Bar Association's guiding rules on good legal practice, which is an important framework for our professional ethics. We do not accept any form of corruption or giving/taking bribes. For us, this means that we follow the laws that are relevant to our business, are clear in our communication with customers, draw up clear agreements and pay attention to unpleasant situations. Confidential information relating to our customers' operations is used solely for the intended purpose. If we give or receive gifts, it is done openly and with moderation.

We conduct annual training regarding the legislation surrounding money laundering as well as legal ethics and have several internal policies and routines for identifying any money laundering or other irregular transactions carried out by our customers.

During the autumn of 2021, we have implemented the tool Due Compliance AML, as a comprehensive digital process flow to ensure compliance with the rules regarding money laundering controls.

Together with our partner Whistlelink, we have implemented a whistleblowing system for external and internal whistleblowing. Whistlelink, as an external party, handles all incoming cases. This is where you turn as an employee if you see or

suspect irregularities in the organization. This could be, for example, financial irregularity, bribery, fraud, theft, sexual harassment or other situation where someone receives private gain or benefit due to their position or that their relatives benefit in some way. Offenses, more serious misconduct and deviations from internal rules and guidelines that fall within the area of irregularity must also be reported.

Before Whistlelink was implemented, internal reporting was done through reconciliations and the possibility of voluntary reporting. In 2021, no cases of irregularities were reported, neither internally nor externally.

Collaborations

Today, we collaborate with several different parties with completely different types of core business. It's everything from sports via IFK Gothenburg and Frölunda HC to the science centre Universeum. We collaborate with Dreamhack, the world's largest digital festival. We work together with Mitt Liv, which works for diversity in the labour market. For natural reasons, the points of contact in these collaborations differ. But common to all these commitments is that they should be characterized by a common mindset and common actions for sustainability. The advantage of being different is that we can learn from each other. Inspire each other and push for change. Both through our partners but also together with the other companies that are in these different networks.

Encourage young people to study after upper secondary school

As a partner of Mitt Liv, we lecture in Mitt Livs Val's project "Forward!" for young people from, among other places, upper secondary school in schools in the Stockholm region. Forward works for an inclusive society where young people have the conditions to influence their future. In 2022, we will also receive students on study visits to our office in Stockholm with the hope of expanding this to Gothenburg.

Emissions & transport

Completed activities and existing routines:

Sustainable business travel

All employees must consult with their group manager before booking a flight. This is also included in the introduction of new employees. Therese who books travel always asks the question why/if the flight really has to be made.

Travel policy

Our travel policy is included in our policy Climate Code. The Climate Code states how Morris will actively work to reduce business-related greenhouse gas emissions (mainly carbon dioxide) and thus our carbon footprint. The travel policy encourages employees to primarily review whether the trip can be replaced by telephone calls or video link meetings. If a trip is the only alternative, the main rule is that domestic travel takes place by train. There are also clear guidelines for how we travel between meetings and what applies when booking a flight abroad. We compensate for our air travel.

Other sustainability work

Completed activities and existing routines:

Sustainable investments

As an employee, you make your own choices when it comes to occupational pension. A prerequisite for choosing pension companies was that they could offer sustainable alternatives.

Sustainability education

In 2021, we held our successful sustainability day at Universeum. Our hope is that this will be a recurring feature for us at Morris.

In 2022, we will hire an external lecturer in profitability vs. sustainability. This with the hope that both the company and the employees will be able to increase their knowledge and awareness in this area. To show that sustainable companies are companies where profitability, environmental considerations and social commitment are combined. In 2022, we will be visited by Pure Act, which will present our sustainability report and talk about where we stand today and what goals and challenges we have ahead.

Environmental policy

Our environmental policy is called the Morris Climate Code. It guides how Morris will actively work to reduce business-related greenhouse gas emissions (mainly carbon dioxide) and thus our carbon footprint.

Collaboration partner Universeum

In December 2020, we presented our new collaboration partner – Universeum, Sweden's national science centre, which is a powerful arena for public education and training in science, technology and sustainable development. The central part of our collaboration with Universeum is precisely knowledge transfer. We work together to spread knowledge and our shared experiences further, while we work to strengthen each other's activities both in terms of knowledge and commercially.

As part of the collaboration, we held an appreciated sustainability day at Universeum in the autumn of 2021. During an afternoon at Universeum, we met to take part in Universeum's long experience in sustainability issues in an experience-based and basic learning about sustainability. We discussed the global goals and the major challenges facing the world.

This year's Christmas gift

For the third year in a row, all employees voted on who would be the beneficiary of this year's Christmas gift. The proposed causes were prepared by the management team after a vote. This year's Christmas gift was distributed as a percentage, according to the number of votes, between;

Musikhjälpen - For a world without child labour, Barndiabetesfonden, Hand in Hand - which through training and education in entrepreneurship gives vulnerable people the opportunity to obtain a livelihood.

The Sustainability Act

Completed activities and existing routines:

Business model

We are a full-service business law firm that in an industry heavy with traditions chooses to go our own way. Convinced that nothing was better before. Assured that the law can be made easier to understand. Packaged nicer. Payment models can and should be reconsidered. Challenged. New technology is there to be used. Business law can and should therefore be for the people and the business - not for the lawyers. We believe in success by developing smart work methods and a fun workplace with balance in life for our employees.

We place great value on gender equality, equality, diversity and sustainable leadership. Sustainability must permeate everything we do. It is an absolute prerequisite for us to succeed and fulfil our guiding principle, "Let's rethink business law".

Positive and negative impact

Our activities aim to promote rule of law. Law firms are an important part in a functioning legal society as we, as independent advisers, defend the freedoms and rights of individuals. Our employees ensure that we can fulfil our purpose and they thus constitute our most important resource. However, we operate in an industry that in many respects is conservative and homogeneous. Most decision-makers have similar backgrounds and identical education. Both we and our industry colleagues have a lot of work ahead of us, but we at Morris have implemented several initiatives to promote gender equality and equality. By spreading the word about our work, we hope to be able to put pressure on the industry and lead by example.

One of the most important ingredients for our positive momentum is that we have succeeded in creating an inclusive and open work culture. Everyone in our organization is equally important, regardless of seniority and title. We have a CEO who is not a partner and who brings experience from another industry. We are one of the few law firms that also has a board representative who is not a partner but one of our assistant lawyers as a regular member. The important decisions made by the board are matters that affect more than our partners.

A major challenge in our profession is that we are expected to participate on site where our clients have their businesses. This sometimes means that we need to travel longer distances and then the only reasonable alternative is that we get there by plane, taking into account the time aspect.

Principles for diversity in the board

See Equality & diversity.

Performance indicators

See Work environment for performance indicators linked to our priority areas Decent working conditions and economic growth. See Equality & diversity for performance indicators linked Gender Equality and Reduced Inequality. See Groundwork and Other sustainability work for performance indicators linked Sustainable consumption and production. See Society for performance indicators linked to Peaceful and inclusive societies. For the next report, we intend to produce more quantitative performance indicators linked to our priority areas.

Risks and risk management

Based on our priority areas, we have analysed which risks could arise and how we prevent or manage them. In our priority areas, that are linked to social sustainability, such as the work environment, gender equality and equality, there are risks of not being able to retain and attract new employees and of not being able to deliver advice at the level we promise. In order to be able to deliver qualitative business legal advice, we need knowledgeable, driven and committed employees, which places high demands on us as employers. Our employees have a high work ethic and the pace of work can be intense from time to time. To prevent mental and physical illness, we offer several health-promoting benefits and have clear routines for how we measure and follow up stress. But just as important, if not more important, is to be sensitive to each other as individuals and create a culture that is permeated by humanity and appreciation. Creating a space where all are listened to, all are seen and no one is encouraged to keep silent.

One risk is that we as a firm do not actively work with diversity, inclusion and equality and equality and with pushing that work further. The work begun in 2021 must be completed in order for us to become a sustainable, competitive and modern workplace.

Another challenge associated with our industry is that we as lawyers are obliged to show loyalty and faithfulness to the client. This can result in us supporting clients who themselves do not prioritize sustainability issues. Through competence development and by informing our clients, partners and others around us about the importance of strategic sustainability work, we can inspire and change. Our hope is

to be able to inspire more people to increase their awareness and willingness to take responsibility.

Management and policies

The board and management team have the overall responsibility for our sustainability work. A designated sustainability group, which consisted of lawyers, admin and representatives from the management group and the gender equality group, carried out the priority analysis together with external consultants from Pure Act.

Our policies are updated regularly and form an important part of the introduction for new employees.

Some of our most central policies and governing documents are;

- Work environment policy
- Confidentiality policy
- Policy for acceptance of new clients
- Policy for procedures against money laundering and terrorist financing
- Policy for business relationships with clients
- Insider policy
- Morris working against discrimination
- Morris guidelines for an equal and non-discriminatory workplace
- Policy against harassment and abusive discrimination
- Policy for crisis management
- Morris Climate Code; and
- The Fýri-agreement: our consensus on how we act towards each other and the world around us.

Environmental information

See Waste, Energy & water, Purchases & leasing, Supply & production chain, Emissions & transport, Other sustainability work.

Human rights information

See Equality & diversity.

Information on personnel-related issues

See Work environment, Equality & diversity, Other sustainability work.

Information about social conditions

See Equality & diversity, Supply & production chain, Society.