

# **morris law sustainability report 2022**





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# introduction

# about morris law

Morris Law (Morris/we/us) is a full-service commercial law firm that, in an industry steeped in tradition, chooses to go our own way. Convinced that nothing was better “in the good old days”. Convinced 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 businesses – not for the lawyers.

We believe in success by developing smart working methods and a fun workplace with balance in the lives of 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 motto “Let’s rethink business law”.

The sustainability report is based on completed and planned activities in environmental, social and economic areas. It is drawn up in accordance with the provisions of ÅRL Ch. 6, despite the fact that we are not yet covered by the reporting requirements.

Our goal is to act as a role model for the legal profession on many levels, not least regarding the climate and environment (both in our outward-facing work and in our internal operations). It goes hand in hand with Morris’s core values.

**Sustainability must permeate everything we do. It is an absolute prerequisite for us to succeed and fulfil our motto “Let’s rethink business law”.**





# Report

Morris has drawn up a voluntary sustainability report based on completed and planned activities in environmental, social and economic areas. This document aims to compile our sustainability work and our report. We want the document to give our existing and future clients, our partners and other stakeholders a picture of what we do and how we work in sustainability today.

The 2022 report has been reviewed and approved by the auditor based on Pure Act’s certification criteria according to a special agreement in accordance with the International Standard on Related Services ISRS 4400. Our sustainability plan is developed based on our current conditions, but we strive to continuously develop the work and broaden the responsibility. We use Pure Act’s digital platform Acture as a tool in our sustainability work.

## distribution of responsibilities

Morris’s sustainability group consists of representatives from all professional categories at the firm. The group’s task is to initiate and coordinate the sustainability work, which is carried out in the organization with the support of the management team and the board. In the group, we raise ideas and challenges 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 advancing and developing the work both internally and externally towards clients, suppliers and partners.





# the CEO has the floor

We won! Every year, the analysis company Regi arranges a quality and industry study called Law Firm of the Year. The idea is simple, the clients decide who wins — and this year we took home the gold medal.

What does this have to do with sustainability, one might ask. But the fact is that we received very high marks in criteria linked to sustainability. Simply put the clients thought we stood out in a positive way in this area. Of course, the award is a result of the efforts of all our employees, our total delivery. But given that we've put a lot of focus on sustainability recently, it obviously feels good that it's something that's being noticed.

We are now making our second sustainability report and it is clear that it is easier to tackle this complex area when you connect the work to analysable quantitative goals. As in most organizations, there is a range at Morris when it comes to commitment and interest in these issues. But here, too, we feel that discussions and the work going forward have benefited from the fact that the issues have become more concrete through our reporting.

It has also become clear how the entire regulatory framework around sustainability reporting is connected and how it will affect business life, regardless of whether you have to report or not. How it will create chain reactions where clients will place ever higher demands on their suppliers and partners. The companies that do not focus on these issues going forward will find it extremely difficult to compete within their industries within a couple of years. A development we should all be very happy about.

**Martin Taranger**  
CEO



Regi  
GULD  
ÅRETS  
ADVOKATBYRA  
2023

“Morris Law has the highest value in the areas of sustainability and future orientation among medium and large law firms in the 2022 industry study.”

**Sara Kallin,**  
**Business Director Regi Research and Strategi**



# the sustainability manager has the floor

As a firm, we place high demands on ourselves, both internally and externally, when it comes to central issues such as ethics, equality, diversity, inclusion. We wish to be an example to others and cannot give advice on codes of conduct, whistle-blowing, money laundering rules, conduct investigations, say what our clients should demand of their sub-suppliers and partners if we ourselves do not act accordingly.

Our first sustainability report, 2021, has functioned as a good guide and made visible to ourselves what we did during the year, and together with our first climate calculation, we have identified certain things that we need to actively work on in 2023. The report must be available to us, to our existing and future clients, current and future employees and partners.

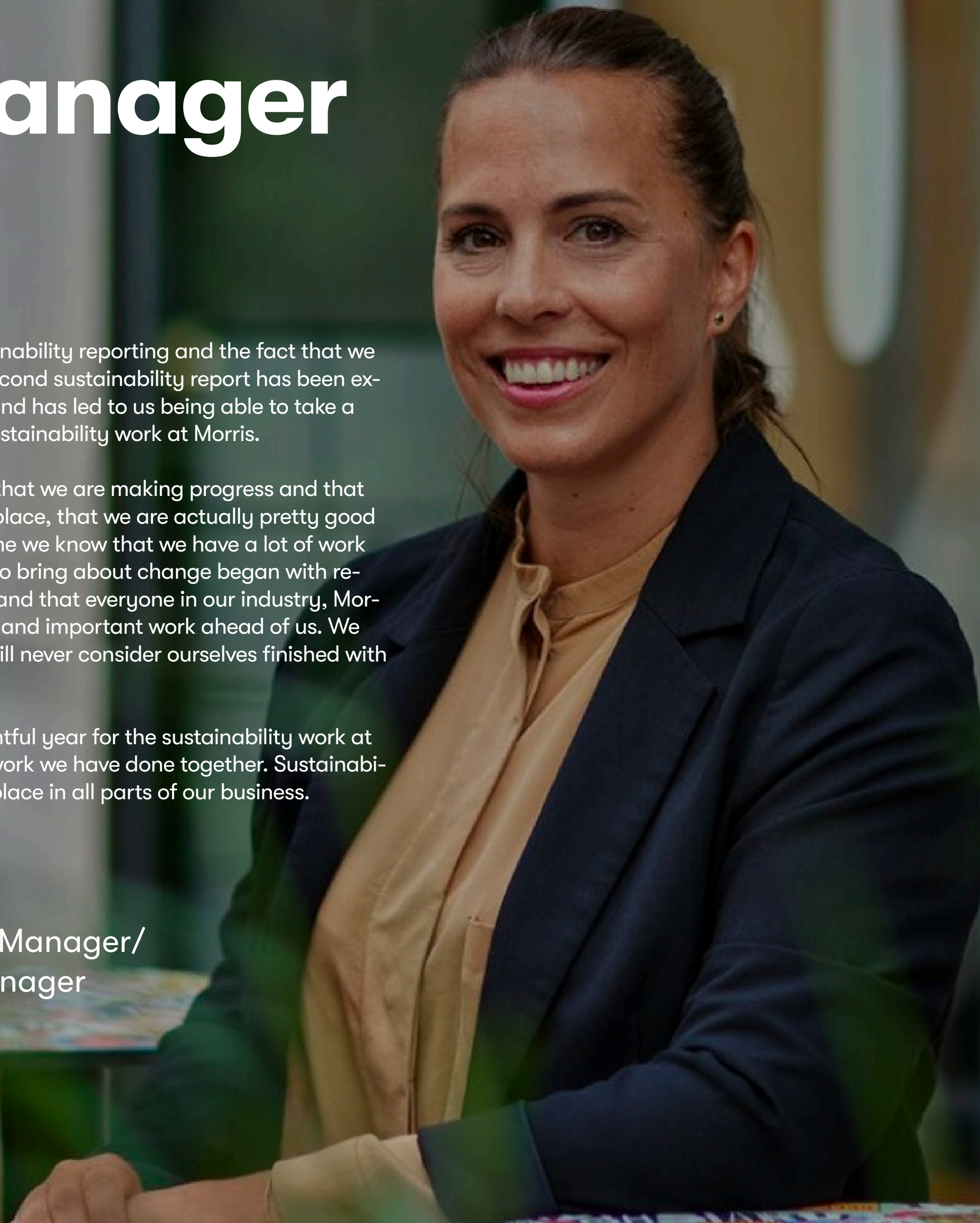
We want Morris to be the industry's first choice and top of mind when it comes to choosing a firm, whether as a collaboration partner, employee or client. In order to get there, it is necessary that everything we do is characterized by reflection and responsibility for our clients, our employees and the world around us. We need to work together to be innovative and dare to think new. We need to think proactively and develop our work so that we use our resources as efficiently as possible without compromising on sustainability. Regardless of whether it is about minimizing our climate impact on our planet or our endeavor to become the most attractive workplace with sustainable employees.

Continuing with our sustainability reporting and the fact that we have now drawn up our second sustainability report has been extremely instructive for us and has led to us being able to take a unified approach to the sustainability work at Morris.

We are happy and proud that we are making progress and that we have several pieces in place, that we are actually pretty good at this. But at the same time we know that we have a lot of work ahead of us. Our journey to bring about change began with recognizing inherent biases and that everyone in our industry, Morris included, has extensive and important work ahead of us. We are not finished, and we will never consider ourselves finished with this work.

2022 has been a very eventful year for the sustainability work at Morris. I am proud of the work we have done together. Sustainability has taken an obvious place in all parts of our business.

**Jenny Sahlsten**  
People & Culture Manager/  
Sustainability Manager





# long-term goals

## 2023

In 2023, we will develop a clearer recruitment process and clear policy with a focus on diversity and equality. This must include both internal and external recruitment. The goal is to create an open-minded recruitment process without underlying bias where we contribute to a sustainable and inclusive labor market with the same conditions for all candidates. The goal is linked to the materiality areas and global goals 8, 10 and 16.

## 2024

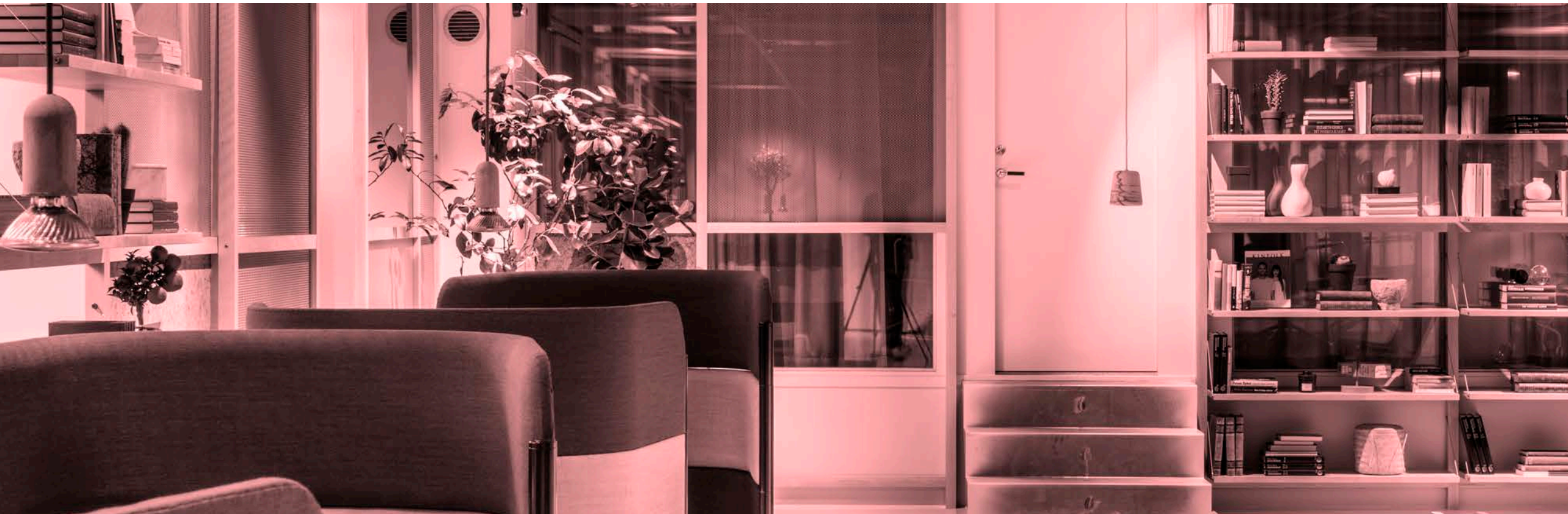
By the end of 2024 at the latest, we must have drawn up and implemented a code of conduct. The code of conduct is a guideline for how we as a company should conduct our business in an ethically, socially and environmentally correct way and how we treat each other and our environment. The code of conduct must be available for our employees as well as for our partners and suppliers to sign. The goal is linked to the materiality areas and global goals 5, 8, 10, 12 and 16

**We have three goals linked to our climate calculation and the impact we make on our climate. All the goals are linked to the area of materiality and global goal 12.**

- Our first interim goal is to reduce the climate footprint by at least 25% by the year 2025. This must be supported by measures that we will take the following years.
- Our second interim goal is to halve our climate footprint by 2030 at the latest (at least 50% reduction of emissions within scope 1, 2, 3 compared to the base year 2022).
- We will reach net zero climate footprint by 2040 at the latest (90% reduction of emissions within scope 1, 2, 3 compared to the base year 2022).

## 2030

In 2030, based on the base year 2021, we will have a more even gender distribution and greater diversity in leading positions and in the partner group. In 2023, we will continue to implement our new career and development ladder, which has had positive effects during the implementation in 2022. The goal is to create clarity around the different career paths that exist and where you have the same opportunities regardless of, for example, gender, ethnicity, sexual orientation and social belonging. The goal is connected to the materiality areas and global goals 5 and 10. You can read more about this ongoing work under the section Equality & diversity.





# agenda 2030: global goals



# materiality analysis

**Defining areas of materiality is step one in sustainability work. They create the prerequisites for effective sustainability work that generates the greatest possible positive change..**

Our starting point is Agenda 2030 and the UN’s global goals to create sustainable development at Morris and in all parts of our strategic sustainability work. When we started our first sustainability report in 2020, we did a comprehensive analysis where we analysed our internal strengths and weaknesses in environmental, social and financial sustainability. We also analysed our external opportunities to maximize the positive effect of our sustainability work and which external threats and risks could make the work more difficult.

We have identified our main stakeholders as employees, clients, students, partners and suppliers. Both existing and future. Based on these analyses, as well as requirements and expectations from our stakeholders, we have identified five goals that have a strong connection to our operations. We have chosen to present our work and our thoughts within the respective areas of materiality in the following chapters.

**“Our starting point is Agenda 2030 and the UN global goals”**






# areas of materiality

5

GENDER  
EQUALITY



Sub-goals:

5.1

End discrimination against women and girls.

5.4

Value unpaid care and promote shared domestic responsibilities.

5.5

Ensure women’s full participation in leadership and decision-making

10

REDUCED  
INEQUALITIES



Sub-goals:

10.2


Promoting social, economic and political inclusion.

10.3

Ensuring equal rights for all and eradicating discrimination.

16

PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



Sub-goals:

16.3

Promoting legal certainty and ensuring access to justice.

16.4

Combatting organized crime and illicit financial and arms flows.

16.5

Combatting corruption and bribery.

16.7


Ensuring responsive, inclusive and representative decision-making.

16.10

Ensuring public access to information and protection of human rights.

8

DECENT WORK AND  
ECONOMIC GROWTH



Sub-goals:

8.1

Sustainable economic growth.

8.5

Full employment and decent work with equal pay for all.

8.6


Promoting employment, training and practice for young people.

8.8

Protecting employee rights and promoting a secure, safe working environment for everyone.

12

RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



Sub-goals:

12.2

Sustainable management and use of natural resources.

12.6

Significantly reduce the amount of waste produced.

12.8

Increase the general public’s knowledge of sustainable lifestyles



# goal 5: gender equality

Equality between women and men is a prerequisite for sustainable and peaceful development. Equality is about a fair distribution of power, influence and resources. All forms of violence, discrimination and harmful practices against women and girls affect the individual as well as the entire society. It has been proven time and time again that political, economic and social equality between women and men contributes to all dimensions of sustainable development. Living a life free from violence and discrimination is a basic human right and absolutely crucial for people and societies to develop their full potential.

## Morris's thoughts

Both within Morris and in society, we must work actively for greater equality. In addition to continuously and proactively working with equality issues in our operations and within our industry, we have chosen to highlight and actively work with equality issues with our partners in order to together influence and create a more equal society.

- Linked to the goal Gender equality (SDG 5), we have chosen to focus particularly on targets
- 5.1 End discrimination against women and girls.
- 5.4 Value unpaid care and promote shared domestic responsibilities.
- 5.5 Ensure women's full participation in leadership and decision-making

5





# Promote the same conditions for everyone

Promoting female partnership is an important part of our equality and diversity work. During the year, we have chosen to reformulate the goal from working to focus on female partnership to giving everyone better conditions to reach different career paths at Morris, regardless of gender, age, background, business group, role, etc.

At Morris, 3 out of 15 partners are women (in 2021 the figure was 3 out of 16). A number we obviously want to even out. We believe we can achieve this by working internally to provide better conditions for everyone. There are different periods in life where we need to adapt our way of working, and when those situations arise, the opportunity must of course be there.

There is no one-size-fits-all approach, we need to look to the individual and work flexibly to achieve a balance. We believe this provides an opportunity to balance life and to have the same conditions regardless of which track you want to follow in your career. Highlighting different career paths is part of the work concerning inclusion, transparency and equality. During the year, an internal lecture about career paths was held at Morris, which was extremely appreciated and it will now become part of Morris Academy.

We strive to create a sustainable, equal and attractive workplace with greater diversity for all current and future employees. Active work, we believe, will lead to equalizing the gender differences in all leading positions and groups. In addition to it being a matter of course, it is also absolutely necessary for us and our clients' success that we work with equality.

# Board, management and partner group

An inclusive and equal workplace is an important issue for us as a firm, for our clients and for our future employees. We had 72 employees at the turn of the year, with a distribution of 62% women and 37% men.

Morris's board consists of three men and two women. Our CEO is also present at all meetings. For a few years now, we have elected an associate/lawyer as a regular board member. Whoever represents the non-partners have been elected through a process where all employees were allowed to vote on their proposal for a representative. Before the re-election of the board, the selection committee chooses based on certain given frameworks where the board representative must reflect Morris's values, be loyal to the entire firm, have trust from the organization, have a desire to be on the board and have a genuine interest in the tasks that come with the assignment.

In an industry that has long had challenges with the percentage of female lawyers being higher, it is clear that the number does not reflect the distribution in the partnership group. Here we cannot sit and watch but must act to be the modern workplace we want to be. It is not a project that is started and finished, but must be constantly evaluated and reworked, where we dare to challenge in order to create the best conditions for our employees. Promoting female partnership is a large part of our equality work, which you can read more about in the section Promote the same conditions for everyone.

At the end of 2022, our management team consisted of six employees with a breakdown of 67% women and 33% men. The management team at Morris consists of employees with key roles in the organization such as People & Culture Manager, IT Manager, CEO, Admin Manager and office coordinator.

# Parent-friendly workplace

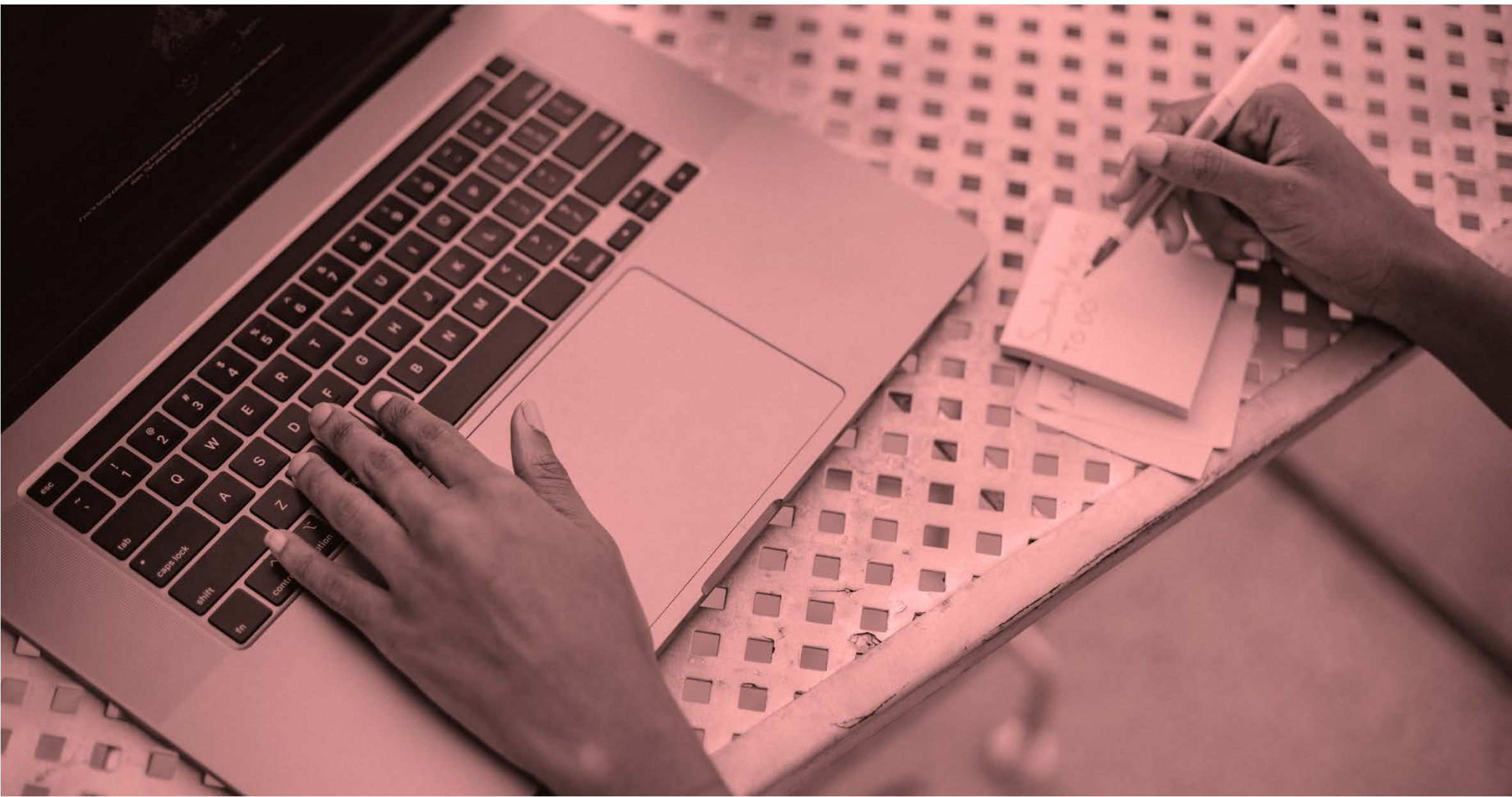
An inclusive workplace must of course include a workplace where parenthood can be combined with work. Making it possible for you to reduce working hours as a parent is something that goes without saying for us. We have both men and women who have made that decision and we fully support that. It is even more important to set a good example in one's leadership. That we take into account not scheduling meetings when we know that our colleague usually drops off or picks up children, that one always have the opportunity to participate remotely and that we have an inclusive way of working in our projects and keep each other updated so that we can cover for someone if he/she have to leave due to unforeseen events, something that is part of being a parent.



## Statistics on parental leave

We know that an inclusive workplace needs to enable parenthood combined with work. We offer our employees extra parental leave allowance. Even more important, after parental leave, parents have the necessary preconditions to be able to return to work and at the same time achieve a good life balance during the toddler and teenage years. It is even more important to set a good example, regardless of your role in the company. Being able to reduce working hours or have the flexibility that enables pick-up, drop-off or driving to children's leisure activities are something that goes without saying for us.

Since 2021, we have kept statistics on parental leave linked to gender and follow this up on an annual basis.



### 2021

Total number of days taken: 1 130

♀ Number of days taken by women: 695

♂ Number of days taken by men: 435

### 2022

Total number of days taken: 744 dagar

♀ Number of days taken by women: 434

♂ Number of days taken by men: 310

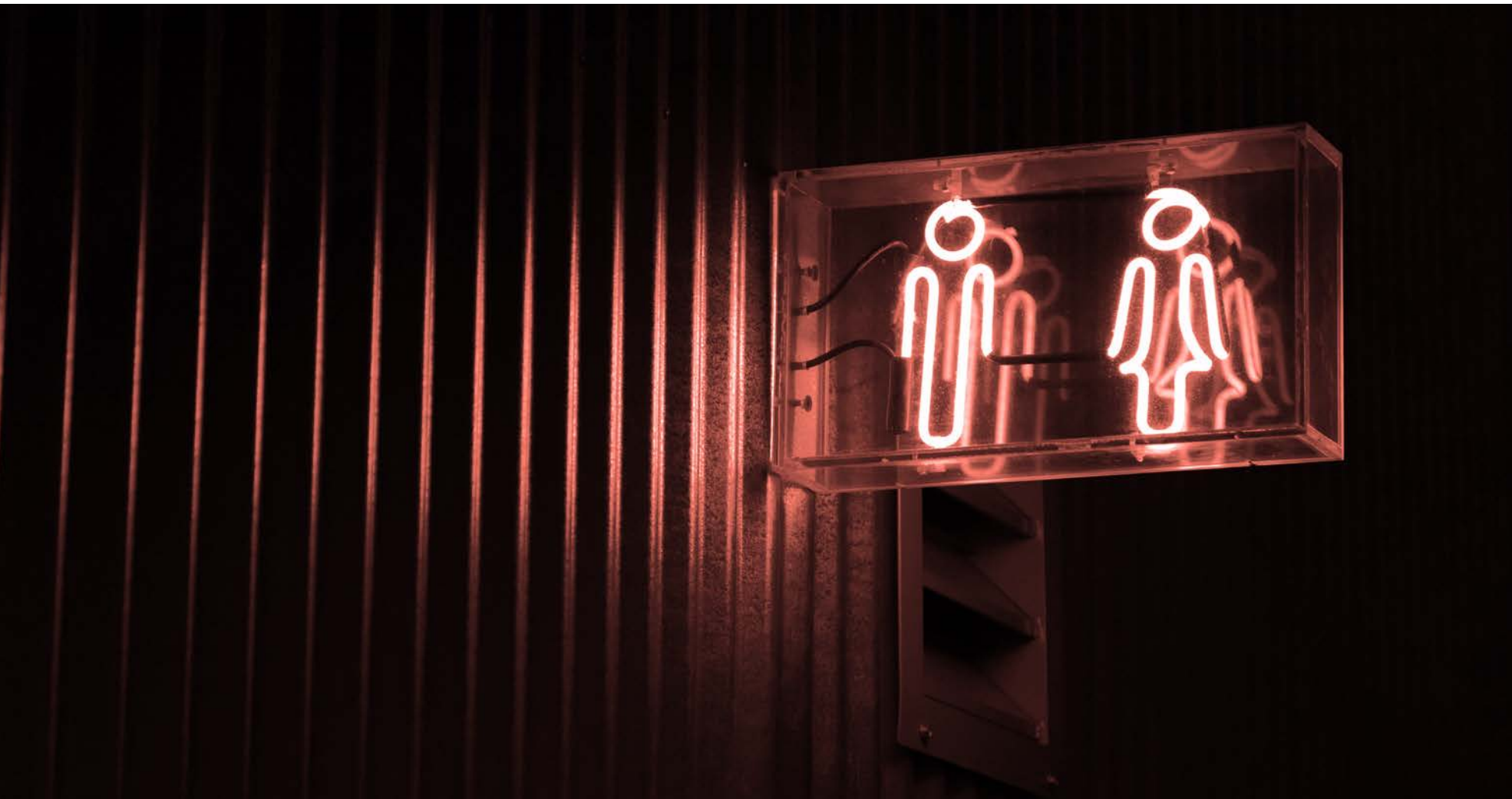


# Morris gender equality and diversity group

We are and want to be innovative in the industry. Our watchword "Let's rethink business law" sets high standards and includes gender equality, diversity, inclusion, equality and sustainable leadership. Much has already been done to create a gender equal and equal opportunity workplace. The intention is to build on the inclusive culture within the company and find ways to make sure that Morris remains an attractive employer, soon to achieve a better gender structure in all our groups.

Equality and diversity issues are important to us at Morris so we work in a structured manner in accordance with our gender equality policy and, together with Pure Act, have also identified a number of UN global goals for the agency to work with, including gender equality and equality. Morris strives for diversity, which is reflected in the employees at the agency. We are convinced that a variety of career backgrounds and other aspects, such as age and personality, contribute to an open and developmental climate.

During the year, we have continued to work with the focus areas we developed in the autumn of 2021 during the equality, diversity and inclusion workshop held together with Helena Kästel and Urban Björn within the framework of the companies; Outlook – Analysis and development and Business as Equals AB.



## Based on the question "What should we prioritise to strengthen our diversity and equality?" the following areas were voted for;

- To create forums internally for discussion and increased awareness.
- To increase clarity and transparency regarding career paths.
- To introduce social activities that strengthen the Morris culture.

This has resulted in various measures such as the evaluation and updating of our Career and Development Ladder, the decision to include Career Paths at Morris as part of the Morris Academy, to keep our information meetings every Friday and our decision to start discussion forums on inclusion, equality and diversity in the form of beehives at both the offices as part of Morris Academy.

We will work together to create a workplace where gender equality and diversity issues permeate our culture. We believe in equal rights and opportunities for all regardless of gender, gender identity or expression, ethnic affiliation, religion or other belief, disability, sexual orientation or age. We are convinced that diversity, equality and an inclusive culture make people feel and perform better and contribute to increased creativity and developmental power. So it has become a natural and integrated part of our operations to actively work against discrimination and harassment. We impose high levels of demands on ourselves but would like to see that, together with our clients and partners, we contribute to positive development in these areas.

In January 2023, the Morris equality and diversity group will set new goals and focus areas. After a presentation has been made to the board, goals and sub-categories will be distributed between the group's representatives to work with and develop together during the year. The work is communicated to the organization after each meeting and an evaluation of group operations is scheduled for the end of the year.





# Gender structure statistics

We maintain statistics on the gender structure in the following departments, employee categories and management positions:

## 2021/2022

Totalt: 75

♀ 44: (59 %)  
♂ 31: (41 %)

**Lawyers  
(including partners)**  
Total: 52  
Women: 26 (50 %)  
Men: 26 (50 %)

**Partners**  
Total: 16  
Women: 3 (19 %)  
Men: 13 (81 %)

**Management team**  
Total: 6  
Women: 4 (67 %)  
Men: 2 (33 %)

**Student pool/trainees**  
Total: 7  
Women: 4 (57 %)  
Men: 3 (43 %)

**Admin**  
Total: 10  
Women: 10 (100 %)  
Men: 0

## 2022/2023

Totalt: 72

♀ 45: (62 %)  
♂ 27: (38 %)

**Lawyers  
(including partners)**  
Total: 48  
Women: 26 (54 %)  
Men: 22 (46 %)

**Partners**  
Total: 15  
Women: 3 (20 %)  
Men: 12 (80 %)

**Management team**  
Total: 6  
Women: 4 (67 %)  
Men: 2 (33 %)

**Student pool/Trainees**  
Total: 9  
Women: 6 (67 %)  
Men: 3 (33 %)

**Admin**  
Total: 10 (100 %)  
Women: 10  
Men: 0



We need to work actively for a better gender structure in our administrative group as well as our partners. No one has left our administrative group over the last 2-year period, something we are proud of and a trend we hope will continue. In future recruitments, we aim to give priority to the underrepresented gender if candidates have equivalent qualifications.

In order to increase the proportion of female partners, it is important that all candidates are given the same preconditions, regardless of whether it is an internal or external recruitment, and that the basis for the selection of new partners is as equal as possible.



# goal 8: decent work and economic growth

8

Today, more than half of the world’s workers are in uncertain employment, often with poor pay and limited access to both education and social security. In the next 20 years, the global workforce is also expected to increase by 800 million people, which requires great efforts to create new jobs that are also sustainable for people and the environment.

Decent work promotes sustainable economic growth and forms a positive force for the entire planet. We must protect employee rights and end modern slavery, human trafficking and child labour once and for all. By creating good preconditions for innovation and entrepreneurship and ensuring decent working conditions for everyone, sustainable economic growth that includes the whole of society happens.

## Morris’s thoughts

Working environment is one of the most central issues in our sustainability activities. Our employees are our most important resource and we are keen that, at Morris, they feel safe, included and appreciated. Financial sustainability is a prerequisite for us not having to compromise when it comes to quality, well-being and security.

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 make the necessary transition

- Linked to the decent work and economic growth goal (SDG 8), we have chosen to focus particularly on the sub-goals:
- 8.1 – Sustainable economic growth.
  - 8.5 – Full employment and decent work with equal pay for all.
  - 8.6 – Promoting employment, training and practice for young people.
  - 8.8 – Protecting employee rights and promoting a secure, safe working environment for everyone.

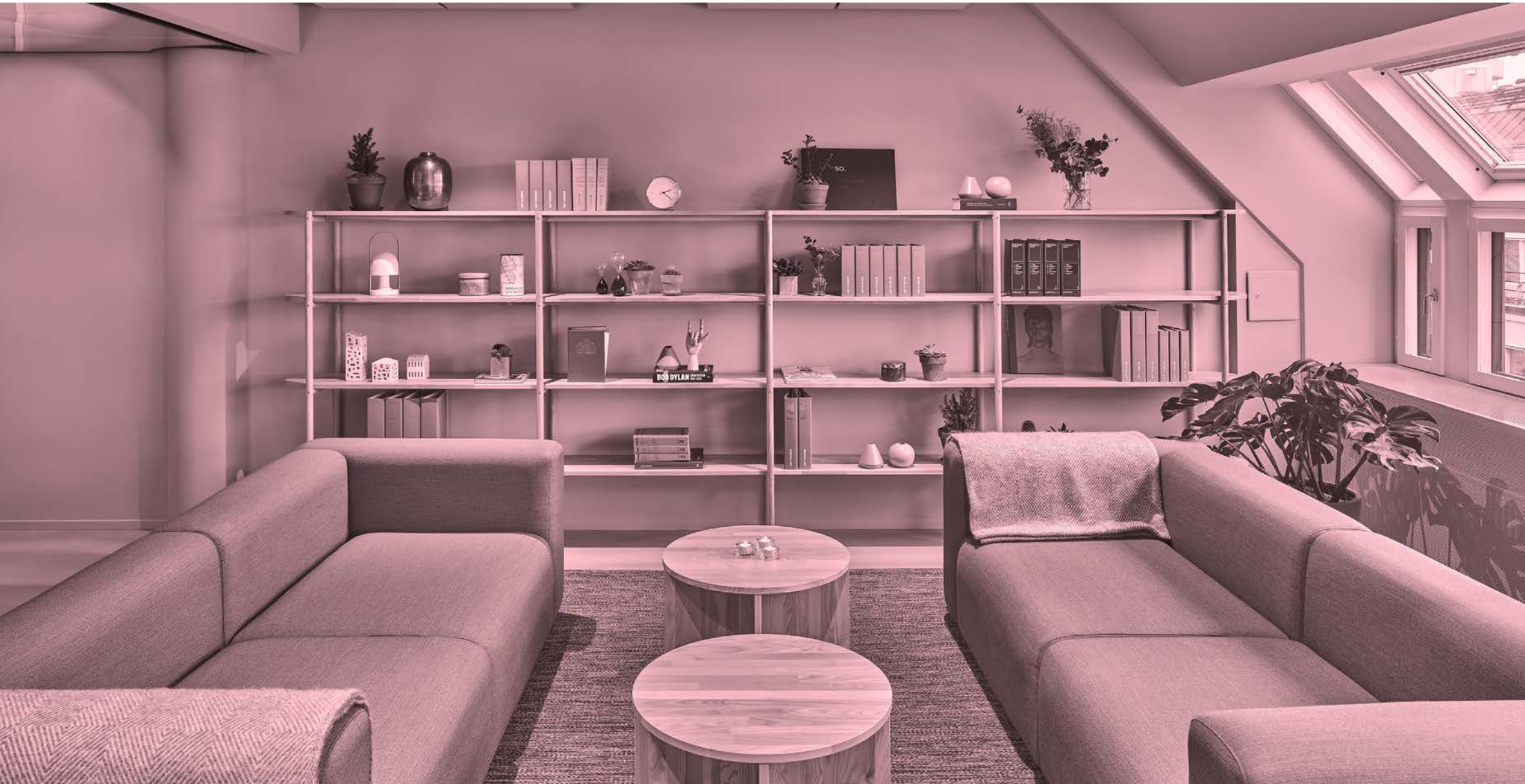




# Governance and policies

The Morris board, together with the sustainability manager, carries the overall responsibility for sustainability operations. The Morris sustainability group, which consists of lawyers, admin and representatives from the management team and the equality group, worked together with external consultants from Pure Act to develop the company materiality analysis during start-up year 2021.

In order to create direction and control in how we work with sustainability, we have adopted several policies and action plans. Our policies are available to all employees on intranet and are updated regularly. They are an important part of the introduction of new employees so that we can all work together and know how we work internally.



## Some of the most central Morris policies and governing documents include;

- Work environment policy
- Policy on confidentiality and discretion
- Policy on acceptance of new clients
- Policy on routines against money laundering and financing of terrorism policy on business relationships with clients
- Policy on management of insider issues
- Morris anti-discrimination activities
- Morris watchword for a gender equal and equal opportunity workplace
- Policy against harassment and abusive discrimination
- Policy on crisis management
- Morris climate code and the Fýri Agreement: our consensus on how to act towards each other and in the world around us





# Alternative and flexible workplaces

After the pandemic years, we saw both advantages and disadvantages in working outside the office. We learned that the more senior employees, to a greater extent, experienced remote working as positive and without major challenges, while the more junior employees felt there was some difficulty with skills exchange and social cohesion at a distance. So we carried out a survey in 2022 among all our employees to see what they wanted as individuals, as a group and what they required from the management team and board.

All in all, we ended up with our offices being our main workplaces going forward as we are a company with a strong corporate culture that we need to nurture and develop together. We must provide a workplace where all our employees want to come to the office and meet their colleagues. We learn together and benefit from each other’s skills. We become more creative together and can deliver higher-quality services.

We are all unique as individuals with different needs, which takes into account that there must be flexibility in working life for employees who work at Morris today, but also to attract future employees. Establishing a balance between work life and private life, regardless of what phase of life you are in, is something that we need to look at from case to case. Flexible working hours and a flexibility about where the work is done enables a better work-life balance. But the truth is that developments during the pandemic and the future with our “new normal” have fundamentally changed our working methods.

So we want to continue to offer the chance to work both outside the office and with flexible working hours but exactly how this will be organised is something we will work out together using frequent dialogues and evaluations in order to create good, sustainable workplaces for all our employees.





# Work environment policy

A good, safe working environment is an important strategic issue for Morris. Work environment activities are included as an integrated and natural part of company overall operations, and work environment issues are dealt with directly together with everyday issues. Fundamental to operations is the prevention of ill health and injuries that, in whole or in part, are caused by work. Achieving efficiency and quality in our work environment activities is a profitable investment for the future and high-level work motivation and low sick-leave rates form direct profits.

# Company activities

At Morris, we are a unit and a company, regardless of the geographical location employees start from. So it is important to organise social gatherings where we can all meet. During the year, we fix afterwork at each of the offices, joint summer and winter parties, kick-offs and conference trips. We also meet at joint group activities which, among other things, aim at training and team building for employees in the group, regardless of title or role.

Our internal climate policy is to be used as guidelines for these occasions. Travel between the offices, to kick-offs and conferences takes place by bus, train and boat. In cases where we fly, we climate compensate.

Food at external and internal events as well as on trips must be completely vegetarian as far as possible, with exceptions made for locally produced, organic food. Drinks served must be locally produced, organic and climate-smart packaged.

# Illness prevention

Stress-related illnesses are unfortunately common in our field. In the Norstedts Juridik industry report Framtidens Advokat 2022, it appears that the percentage of lawyers who have considered leaving their jobs is increasing due to the stress they feel, and that a full 59% of lawyers in Scandinavia have considered leaving their current job to achieve a better work-life balance. This figure stands out when you compare lawyers employed in the public sector, law firms and companies. Please read more about this in the Norstedts Juridik industry report Framtidens Advokat 2022.

We constantly work to prevent illness, counteract stress and promote balance and provide the chance to recover. Part of this is reviewing workloads on a weekly basis both at group and individual level in close dialogue between group manager, People & Culture Manager and CEO. In order to be able to follow up employee well-being, we also measure work situation, stress and job satisfaction using the measurement tool Winningtemp, where results and comments are continuously followed up by the People & Culture Manager together with the CEO. Read more about the results for 2022 in the Employee Satisfaction Survey section.

Life has its different phases and it is important for Morris as a company to help employees when faced with illness or injury. If this should happen, all employees can receive support via a rehabilitation plan at Euro Accident. This rehabilitation insurance offers telephone support to employees in order to help avoid long, costly sick leave. The employee receives support all the way and before returning to work and an action and follow-up plan, is drawn up. When the goals have been achieved, the plans are evaluated and concluded.





## Employee development talks

Morris runs active personnel care and career development. It is fundamental that we always look at the employee as a whole person i.e. both on the personal level and in their professional role. It is vital to establish a sustainable individual strategy to create work-life balance. Our most important resource is our employees and actually, it is pretty self-evident that when we feel good at work and have rewarding leisure time, we deliver better. We show a stronger commitment to work, have fun there and choose to stay with the company longer.

As part of this, a routine of development talks and semi-annual interviews has been created. This aims to follow up the year that has gone and plan the coming year. The purpose of the semi-annual meeting is as a mid-term check-off. It is important to us that all our employees have the space and opportunity to apply their expertise and knowledge to the challenges the company faces as well and that we do this together.

## Health & safety committee

The Morris health & safety committee is a co-determining body in work environment matters and consists of employer and employee representatives. Before the employer makes decisions on work environment issues, the matter must be talked over in this committee. The committee meets at least once every three months.

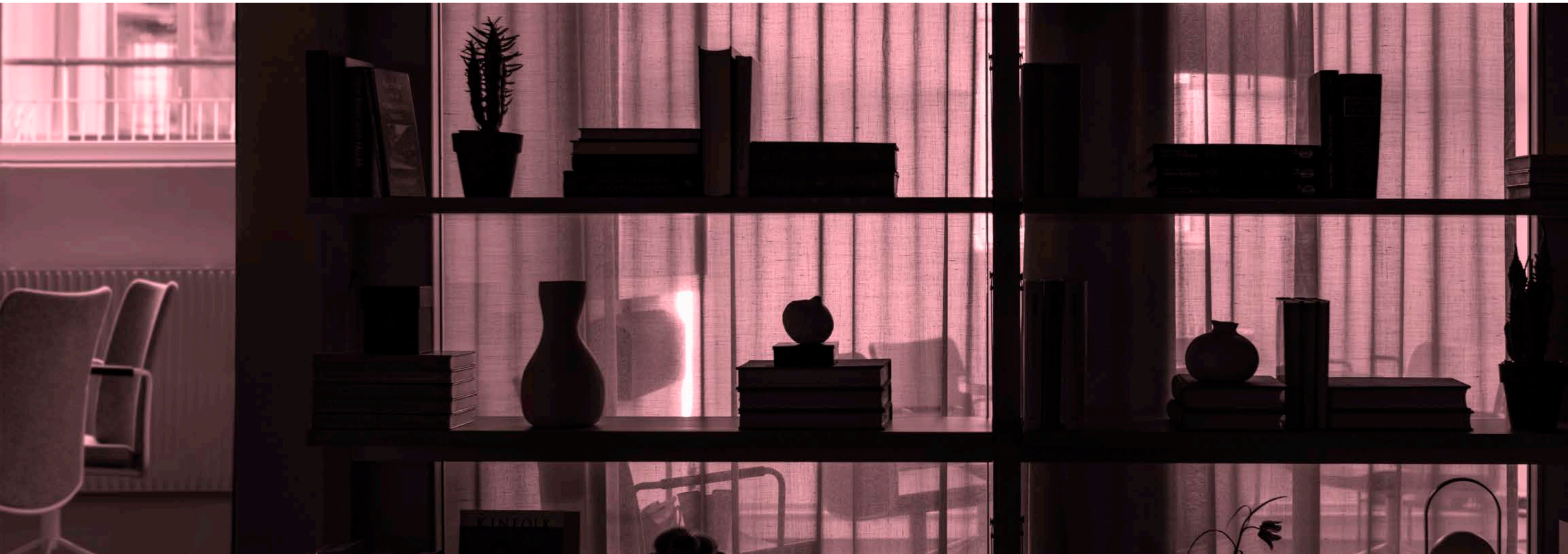
The health & safety committee has no personal responsibility for the work environment. Instead, the committee must be advisory and take initiatives. It participates in policy creation as well as in planning, implementation and follow-up of overall work environment activities.

The employees at Morris must be able to turn to a colleague in this committee to raise issues concerning their own and their colleagues' work environment

## Salary survey

We carry out an annual salary survey in all occupational categories and also include statistics on gender structure in the survey. The goal of our evaluation process is that salary setting with us will be fair and objective. All employees' salaries and other terms of employment will only be related to performance, tasks, areas of responsibility and similar criteria. Unreasonable salary criteria or salary differences between women and men may not occur. If this is still the case, salaries must be adjusted in the subsequent salary review.

All employees must know the salary criteria and guidelines that apply when setting salaries at Morris, and all employees must be offered a salary interview before salary review. Salary reviews and salary surveys are carried out by an appointed group consisting of the People & Culture Manager and a Senior Associate, and are then followed up by the CEO.





# Employee benefits

All permanent employees are offered an annual health examination, individually tailored ergonomics review, wellness allowance and healthcare insurance. Permanent employees also enjoy an occupational pension, health insurance, healthcare insurance, accident insurance, access to e-doctor, telephone support with a psychologist, noise-reducing headphones, allowance for computer screen glasses and parental allowance supplement.

In 2022, in collaboration with Personalcycles, we have developed an offer to our employees of a bike as a benefit to be paid for by a gross salary deduction. This is to encourage more people to cycle to work, which in turn leads to less impact on the environment and brings health benefits.



# Competence supply – Morris Academy

The Morris Academy is an ongoing training package that helps employees and so also Morris operations. It primarily consists of in-house further training for all roles in their own business group as well as crossover training to broaden the knowledge level of all employees. During the first few years as a new employee, this training is of a more basic and general nature, and later over time employees will receive a more specialised orientation based on individual needs. In order to be able to deliver these services and maintain the high level of ambition that we have today, it is crucial to give our employees the skills development necessary for the role they hold.

As new elements in the Morris Academy, we have a cyber security training course and, together with Mitt Liv, a diversity and inclusion training input in which, after e-learning, we gather to talk and discuss some of the issues we face both at work and outside, our unconscious bias and how to work for a more inclusive workplace.

At the beginning of 2023, we appointed a principal who has drawn up a new curriculum to maximise our exchange of knowledge and add some new elements to the educational and training program.





# Employee satisfaction survey

By using the Winningtemp tool, we measure aspects such as work-life balance, gender equality, sustainability, work situation, digitalisation, well-being and commitment in the organisation. This helps us to detect and remedy shortcomings in the company at an early stage, and the People & Culture Manager together with the CEO can see what measures may be necessary. These measurements are made according to nine categories; work situation, job satisfaction, autonomy, participation, leadership, meaningfulness, development, team spirit and commitment.



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) was 61 (63), when the industry average is 23 (30).

We are sensitive and responsive to our colleagues and employees as we are all individuals who are different and experience different preconditions for our daily work. These measurements are an important part of our well-being, but the most important thing is to really see each other properly.

The figures below are the average for 2022 (2021). Maximum is 10 points.





# goal 10: reduced inequalities

The basis for a sustainable society is the fair distribution of resources and economic, social and political influence. The global goals' watchword is Leave No One Behind and goal 10 highlights the importance of working for a society where no one is left behind in their development.

An equal society is based on the principle of everyone's equal rights and opportunities regardless of e.g. gender, ethnicity, religion, functional variation, age or other status. Although many countries have experienced positive economic development with reduced poverty in recent decades, gaps have widened both within and between countries. Equality reduces the risk of conflict and promotes the opportunity for everyone to participate in, and influence, societal development

## Morris's thoughts

We work to achieve breadth linked to gender equality and equality aspects among our employees as we are convinced that diversified groups of people are better equipped than homogeneous groups to create a sustainable and viable company.

We specially consider gender equality when it comes to recruitment, management and reconciling working life and parenthood. We have zero tolerance towards all forms of discrimination or victimisation. All our employees must, just as in society at large, enjoy the same rights and opportunities in life, regardless of gender, ethnicity, sexual orientation or social affiliation.

Linked to the goal of reducing inequalities (SDG 10), we have chosen to focus particularly on sub-goals:

10.2 – Promoting social, economic and political inclusion.

10.3 – Ensuring equal rights for all and eradicating discrimination.

# 10





# Mentorship

Mentorship often brings to mind external mentoring programs, but we also need to work in-house with mentoring at various stages of employee careers. As a newly-employed lawyer, a supervisor and sponsor is appointed. In our administrative group, the more senior employees are mentors while the admin manager is the supervisor. During the year, we have implemented our updated career and development ladder which highlights the different career paths available at Morris. During employee interviews, the employee, together with the supervisor, sets goals and in cases where partnership goals are set, if the employee wants it, a mentorship with this as the goal is initiated

# Encouraging young people to continue studying after school

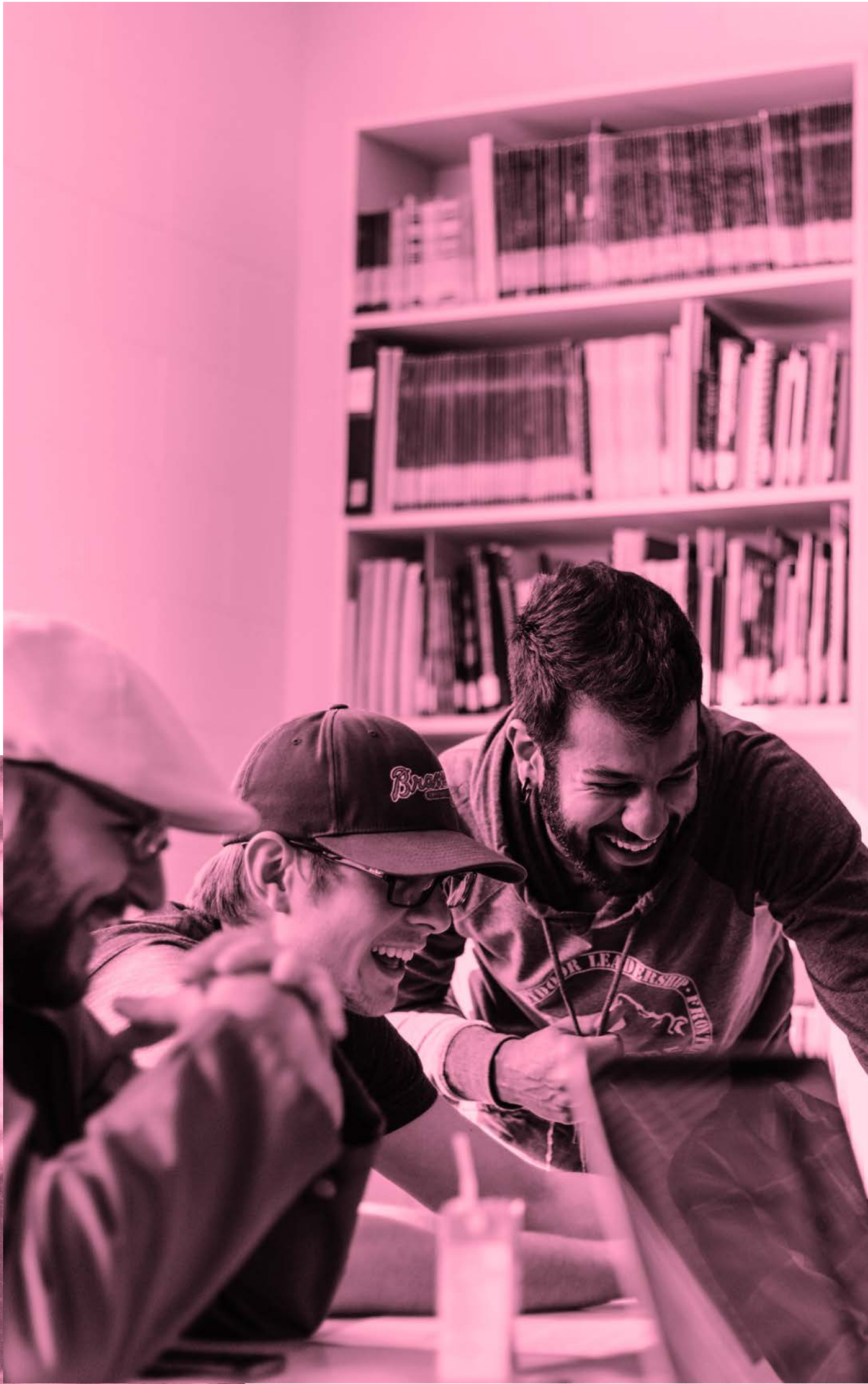
As a partner in Mitt Liv, in the Mitt Livs Val project Forward! we lecture young people aged 16-23 who have recently arrived in Sweden. Forward! works for an inclusive society where young people can influence their futures. In 2022, we hosted a study visit to our office in Stockholm, something we will also do in 2023, this time in Gothenburg.

At the beginning of 2023, we began collaboration with Nextar which, together with partner schools, mentors and partner companies, works for collaboration between school and working life. The goal is that, together with schools and parents, we show young students the opportunities in working life, encourage dreams and help them understand the value of school.

# Mitt Liv

All parts of our organization, including our clients, must work actively towards the same goal and share our vision. As an example, we wish to highlight our long-standing collaboration with the diversity organization and the mentoring program Mitt Liv. Through this organization, many of our employees, juniors and seniors, have committed themselves as mentors to graduates with a foreign background and guided them into the Swedish labour market.

This collaboration and these mentorships are at least as good for us as they are for the participants. They broaden our horizons and give us the skills we need to identify and work actively with the problems in our industry. Together with Mitt Liv, we have established an industry HR network where we arrange seminars and training in diversity, anti-discrimination and organizational development.





# Diversity and inclusion training

We would like all employees, regardless of gender, to see role models at all levels and at different ages in the company. We do not allow any forms of discrimination; everyone has equal value and must be treated equally based on their individual circumstances. We as a company, and the industry we operate in, are fairly homogenous and not particularly diversified for example regarding sexual orientation, ethnic background or functional variation. We at Morris, together with colleagues in the industry, need to shed light on these issues in different ways. Everyone is affected and benefits from us being positive and helping each other forward.

Diversity makes us more innovative and creative, and also the work environment is enhanced by diversity. By consciously and actively working with diversity, the organization's credibility increases in relation to our clients, 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 with their different needs. During the year, we had our first training input in diversity and inclusion together with Mitt Liv, as part of the Morris Academy.

# Fair recruitment

Our recruitment tool enables a wider selection of candidates and we include several employees in the recruitment process. At the first interview, our goal is for the people & culture manager and senior associate to meet the candidate. Further along in the process, candidates are invited to meet employees from the group, based on the assumption that admin, lawyer and group managers attend these meetings. The questions that are asked in the interview are based on competence and the same template is used at all interviews to make sure that all the questions asked are similar.

During the year, we have identified a need to review our current recruitment tool in order to anonymise applications. We believe that this, together with an update of our recruitment policy with a focus on inclusion, diversity and equality where everyone has the same preconditions, will lead to a fairer recruitment process.





# goal 12: responsible consumption and production

12

Our planet has provided us with an abundance of natural resources, but humans have not used them responsibly and now consume far more than our planet can handle. Did you know, for example, that 1/3 of food produced is thrown away? Achieving sustainable development means we have to reduce our ecological footprint by changing the way we produce and consume goods and resources.

Responsible consumption not only brings environmental benefits but also social and economic advantages such as increased competitiveness, growth in both the local and global markets, increased employment, improved health and reduced poverty. Transitioning to responsible consumption and production of goods is essential in order to reduce our negative impact on the climate, the environment and people’s health.

## Morris’s thoughts

As a provider of services, the purchase of goods and services constitutes a large part of our environmental impact, and we believe that all actions that could reduce our impact are important. Our goal is to promote sustainability at all levels. We need to increase the awareness of our employees, clients and suppliers. As a company, we need to take responsibility to change and to make conscious, sustainable choices.

Linked to the responsible consumption and production goal (SDG 12) we have chosen to focus particularly on intermediate goals:

- 12.2 – Sustainable management and use of natural resources.
- 12.6 – Significantly reduce the amount of waste produced.
- 12.8 – Increase the general public’s knowledge of sustainable lifestyles





# Sorting waste

We sort waste at our offices and have recycling bins at the coffee stations and in the kitchens. We sort food waste, plastic, metal, glass, paper/corrugated cardboard, batteries, lamps, toners, bottles and newspapers. We lease our phones which, at the end of the contract, are returned for resale. Computers and screens that have lost performance are sold to employees to fill other needs, for example as a school computer. Broken electronics are transferred to a recycling centre.

# Digital processes and data storage

Our business and invoicing system gives us a completely digital process for case management and internal invoicing processes. In 2022, we developed our digital platform Morris Connect to become a portal in which the majority of our business groups manage their processes and workflows. We send an increasing number of invoices digitally. We use digital salary specifications and work mainly with digital marketing. Our data storage takes place in our server hall, which is powered by 100% renewable energy.

One of the Morris focus areas in 2022 was to increase internal digitisation to make efficiency and quality gains. One clear upside to this work is that we see that our printing level continues to decrease. We have continued to increase digital signing of documents. After in-house training and by placing e-signing in our Morris Connect portal, all employees now have access to e-signing which has streamlined work processes and increased usage.

# Avoid printing

One of the Morris focus areas in 2022 was to increase internal digitisation to enable efficiency and quality gains. A clear upside to this is that we see that our printing level has continued to decrease. During the year, we have actively contacted the clients who use physical invoices to speed up our digital process and urge them to submit an alternative to their postal address to enable digital mailing. They have been positive and now we are down to 13% paper invoices. Our goal is 0% in 2023.

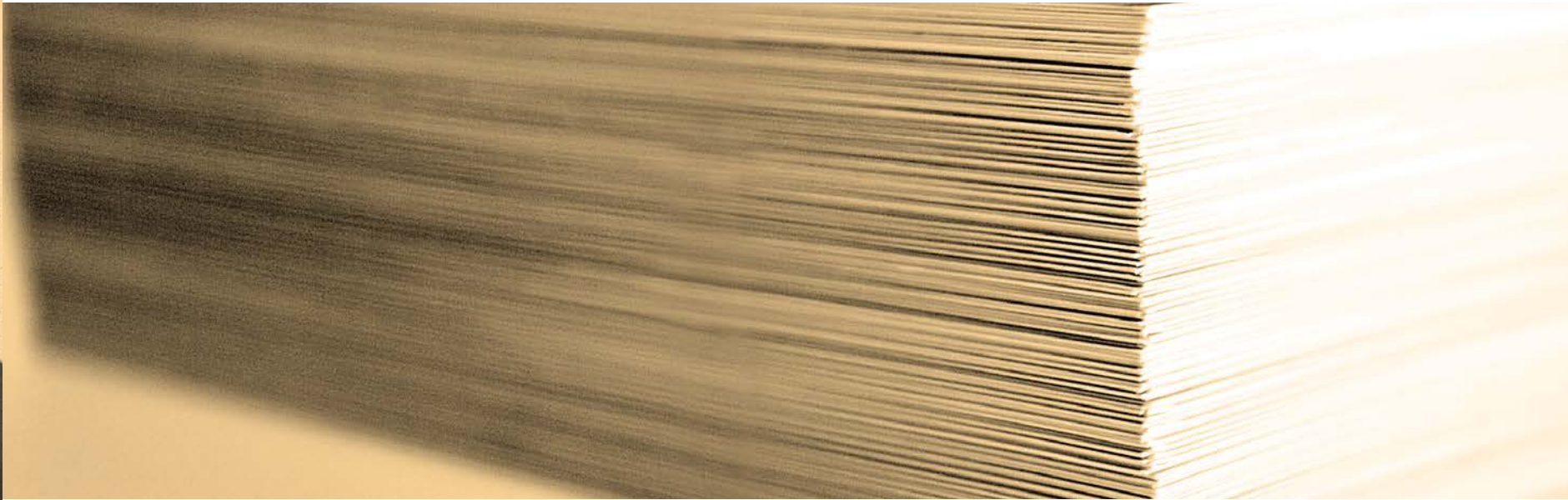


# Current environmental and climate impact

In 2022, we performed our first comprehensive climate calculation to see the climate impact we, as a company, are currently making and what we can change. In total, the Morris climate impact was 108 tonnes of CO2e in 2022, which corresponds to an emission of 1.5 tonnes per employee and 0.8 tonnes per SEK million turnover. This has been incredibly informative and has given us clear goals to work towards. The most important aspect is not our current result but that, regardless of the situation, we take action to further reduce our climate impact in the short term.

We could clearly see that our environmental and climate impact mainly arose from business trips, district heating, the purchase of IT equipment and merch/printing materials and cleaning services. These are our top 5 biggest emission drivers. Using the data generated by this calculation we will be able to set clear goals to make a lower impact in 2023.

We constantly identify new ways to improve energy efficiency, focus on more environmentally friendly travel, better waste sorting, less food waste and reducing the amount of consumables while choosing products with less environmental impact.





# Green power supplier

We review our contracts on an ongoing basis and have signed an agreement for 100% renewable electricity in Gothenburg. In Stockholm, our electricity supplier is contracted via our landlord, and their contract is for climate-neutral electricity from wind power with Good Environmental Choice. As part of our review and our climate impact calculation, an evaluation of our landlord’s district heating contracts is now underway.

# Climate impact calculation

Our climate impact for 2021 was 2.8 tonnes of CO2e per employee using Climate Hero’s simplified digital calculator.

In 2022, we carried out our first complete climate impact calculation together with the climate consultants at Climate Hero. These climate calculations are based on the global standard Greenhouse Gas Protocol (GHG protocol). The total Morris climate impact for the period has been calculated at 108 tonnes of CO2e, which corresponds to 1.5 tonnes of CO2e per employee, and 0.8 tonnes per SEK million turnover.

We have set three long-term goals linked to our climate impact (see introduction section).

With an action plan to start from, we look forward to working for our goals to reduce our climate impact. For more information, please contact us to look at our climate impact calculation report.





## Sustainable technical equipment

In this year’s climate impact calculation, we could clearly see that one of the areas in which we generate climate impact, and which we have the opportunity to influence, is our purchase of technical equipment. We constantly review our equipment to extend its performance. All computers, printers, monitors and servers are TCO Certified. The goal for 2023 is to develop a circular policy around purchases and the use of technical equipment.

## Purchasing policy

As a service company, the purchase of goods and services is a large part of our environmental impact, so it is important that employees are issued with clear guidelines on how to prioritise when purchasing products.

We deal with responsible actors who use their resources as efficiently as possible to reduce their negative impact on the environment and climate. Our purchasing policy is included in our climate policy, the Morris climate code. We must always begin by choosing products that are best for people and the environment, as well as suppliers who also invest in internal sustainability activities.

The purchasing policy covers the food and beverage categories as well as office supplies and consumables.

## Sustainable office supplies

When buying office supplies, the starting point must always be that products such as pads and pens are sustainably labelled such as FSC or Swan. We use the same supplier and materials list in both offices which gives us a greater chance of influencing the supplier’s selection of eco-labelled products.

## Eco-labelled consumables

When purchasing consumables, we have increased the proportion of eco-labelled products. We have a clear routine with our merchandise suppliers regarding sustainability labels and recycled material choices.





## 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. We will therefore develop a code of conduct in 2023 that describes our values and approach in these areas. We must live as we learn and be able to show, both internally and externally, the values that we, as a company, live by. We make it clear that we do business with companies that use sustainable materials, care about the environment and treat their employees fairly. This code of conduct will apply to our employees as well as our partners and suppliers.

## Travel policy

Our travel policy is included in our Morris climate code which specifies how Morris must work actively to reduce operations-related emissions of greenhouse gases (primarily carbon dioxide) and thus our global footprint. In our travel policy, employees are asked to first think about whether their trip could be replaced by phone calls or video link meetings. If their travel must happen, the main rule is that domestic journeys take place by train or public transport. This policy also states clear guidelines for how we travel between meetings and what applies when booking air travel. All air travel must be approved by the Morris sustainability manager. We climate compensate for our air travel.

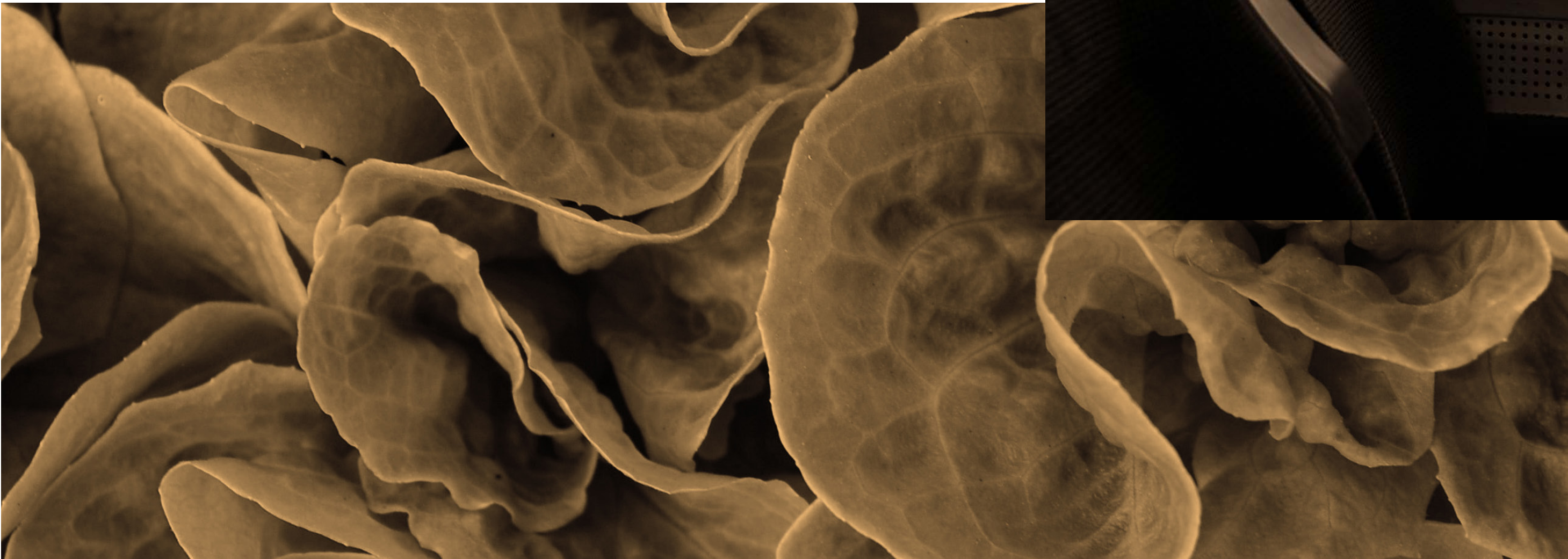
## Vegetarian food

Our climate policy - the Morris climate code - highlights through clear (and preferably measurable) goals, a number of specific focus areas. Buying food and drink is one of four focus areas. The primary rule is that all food and drink served at Morris must be organic, fully vegetarian and locally produced.

### When buying food and drink, always start from these points:

- **Increase** – Eat more from the plant kingdom. As far as possible locally-produced according to season.
- **Reduce** – Eat less and better meat (Swedish, organic, locally produced).
- **Choose** - - choose food that you. or someone you trust. know how it was produced. Choose certified or eco-labelled food in the store so you use responsibly-produced food which is good for the climate, biodiversity and you.
- **Stop** – don't throw away any edible food.

Purchases of food, fruit and coffee must be MSC, ASC or KRAV certified. Deliveries to our offices must, as far as possible, be driven short distances and the delivery vehicle must use renewable fuel. Alcohol and non-alcoholic beverages must be locally produced as far as possible (i.e. buy Swedish/European beer and wine).





# goal 16: peace, justice and strong institutions

16

Peaceful societies and freedom from violence are both a goal and a means of sustainable development. Inclusive, responsible and fair institutions form the basis of good governance free from conflict, corruption and violence. Everyone is equal before the law and must have equal access to justice and opportunities to exercise influence over, and accountability for, decision-making.

No lasting progress can be achieved in a context characterised by conflict and violence.

Violence not only causes human suffering, it also destroys the foundations of society’s economic, environmental and social development. The countries that are affected by war and protracted conflicts are the countries that have the most difficulty in lifting their population out of poverty. Strengthening the rule of law and promoting human rights are key to peaceful, inclusive and sustainable societies.

## Morris’s thoughts

As a law firm, it is our job to review and quality-assure the information that our clients provide. We need to apply routines and make sure of high levels of quality in our work around analysing information and compliance with legislation and regulations. In order to ensure that our work contributes to value creation, we must take responsibility and continuously try for high levels of quality in all the services we provide and share the knowledge we possess.

Linked to the goal of peace, justice and strong institutions (SDG 16), we have chosen to focus particularly on sub-goals:

- 16.3 – Promoting legal certainty and ensuring access to justice.
- 16.4 – Combatting organized crime and illicit financial and arms flows.
- 16.5 – Combatting corruption and bribery.
- 16.7 – Ensuring responsive, inclusive and representative decision-making.
- 16.10 - Ensuring public access to information and protection of human rights.





# Anti-corruption plan

As a law firm, we are obliged to work to combat corruption and money laundering. We strive for good business ethics in accordance with the Bar Association’s guiding rules on good legal practice, which is an important framework for our professional ethics. It is important to us that everyone we do business with, or who we otherwise come into contact, feels that we act ethically in accordance with the appropriate legislation and regulations. Correspondingly, we expect the same behaviour from companies, organisations and people who we do business and collaborate with.

We do not accept any form of corruption or giving/taking bribes. For us, this means that we follow legislation relevant to our operations, are clear in our communication with clients, draw up unambiguous agreements and pay attention to unpleasant situations. Confidential information relating to client operations is used for the intended purpose only. If we give or receive gifts, this is done openly and in moderation.

We carry out annual training on the rules for money laundering and legal ethics and have several internal policies and routines to identify possible money laundering or other irregular transactions

by our clients. During the year, we had the privilege of listening to Hayaat Ibrahim, Secretary General at the Anti-Bribery Institute and her lecture Anti-corruption with a focus on diversity and inclusion. Hayaat trained us in corruption and highlighted how typical Swedish corruption is an obstacle to gender equality and equality and has a clear connection to Agenda 2030. In order to ensure that we comply money laundering controls, we use the tool Due Compliance AML as a comprehensive digital process flow regarding the checks we carry out in connection with accepting new cases and clients.





# Collaboration and social commitment

We are currently collaborating with several different actors in completely different types of core businesses. These include everything from sports via IFK Göteborg and Frölunda HC to the Universeum science centre. We collaborate with Dreamhack, the world's largest digital festival, and Mitt Liv, which works for diversity in the labour market, as well as Nextar whose aim is to make sure that school students together business and mentors work towards reaching qualifications for university studies and future dreams.

Naturally, points of contact differ in these collaborations. However, what all these commitments have in common is that they are characterised by mutual action and a consensus on sustainability. The advantage of being different is that we can learn from each other, inspire and push for change.

# Whistleblowing

Together with our partner Whistlelink, we have implemented a whistleblowing system for external and internal whistleblowers in which Whistlelink, as an external party, handles all incoming cases. This is where employees can go they see or suspect irregularities in the organization, for example financial impropriety, bribery, fraud, theft, sexual harassment or other situations where someone obtains private gain or advantage due to their position or that their relatives benefit in some way. Violations of the law, more serious errors and deviations from internal rules and guidelines that are within the scope of irregularities must also be reported. In 2021 and 2022, no cases of irregularities were reported, internally or externally.

# This year's Xmas present

This year our Christmas gift went to Alla Kvinnors Hus (Sweden's first and largest women's shelter) and their campaign Alla Kvinnas ljus. The campaign highlights deadly domestic violence and the fact that 24 women were murdered last year. According to the police, reports of partner violence are expected to increase during the festive season.

We also held an auction in which all employees had to bring something from home to auction. A gadget you no longer need, a kind of regifting, in which the auction profits, SEK 42 000, went directly



Photo: [Alla kvinnors hus](#)



# happenings in 2022



# Happenings within sustainability at Morris in 2022

## Nordic Sustainability Expo

An important part of our sustainability work is that what we do at Morris is visible and, in turn, creates ripples. During the year, we had the opportunity to exhibit at the Nordic Sustainability Expo, which held its first fair based on Agenda 2030. We gave two talks, one about sustainable collaboration together with IFK Göteborg and one where we talked about voluntary sustainability reporting together with Pure Act.

We were inspired by speakers and exhibitors who work together for improved business with sustainability in focus.

## A Sustainable Tomorrow

For the second year in a row, we had the opportunity to participate in A Sustainable Tomorrow via hubs from Gothenburg. IFK Göteborg invited us and other partners and companies to network and join hands. We also listened to inspiring speakers and role models who work with sustainability in different ways using Agenda 2030 as a focal point

## Almedalen

During Almedal Week, Mitt Liv, Morris, KappAhl and the Duni Group held a seminar on how to future-proof competitiveness by making use of the entire workforce and the practical tools needed to succeed. There were lectures and speakers from Axel Johnson, Morris Law and Novus, as well as a panel featuring participants from Kappahl, Duni Group, Morris Law and Chef magazine.

## Universeum

Together with Danske Bank, we held a breakfast seminar at Universeum. The Icebug shoe company taught us how to think sustainably when doing business. This input was much appreciated and ended with Universeum lecturers showing us how Gothenburg is affected by climate change.

## Akavia

Akavia invited us to their members' day Akavia Day and their panel debate where we talked about the elements necessary to equip companies and organizations for the future and the effects of sustainability challenges on business.

The panel consisted of Jenny Sahlsten, people & culture manager/sustainability manager, Pauline Göthberg, national coordinator for the regions' initiatives for sustainable procurement and Alexandra Stråberg, chief economist responsible for the sustainability secretariat at Länsförsäkringar.

## Årets Advokatbyrå

In connection with the Swedish Law Office of the Year 2023 award ceremony which is based on client evaluations from 2022, Martin Taranger, CEO and Jenny Sahlsten, people & culture manager/sustainability manager took part in a panel discussion about sustainability in law firms. A fun assignment that we were invited to thanks to our high marks in sustainability. Looking at the weighted marks in the sustainability areas, Morris received the highest marks in the medium-sized and large law firms measured in the study (SEK 90m+). We also placed ourselves in the top tier regarding industry reputation within sustainable working environment. Very nice assessments that we will cherish and keep working on!



**morris law.**