

morris law sustainability report 2023



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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 The Swedish Annual Accounts Act 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. We want the document to give our employees, existing and future clients, our branch colleagues, partners, and other stakeholders a clear picture of where we stand today and our vision for the future. We hope to inspire and be role models for others, within and even outside of our industry.

The 2023 report has been reviewed and approved by the auditor based on Aspia's certification criteria according to a special agreement in accordance with the International Standard on Related Services IRS 4400. Our sustainability report is prepared based on our current conditions, but we strive to continuously develop the work and broaden the responsibility. We use Aspia'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's Sustainability Manager is responsible, together with Morris's sustainability group, for actively advancing and developing the work both internally and externally towards our clients, suppliers, and partners.



CEO has the floor

With pride and humility, we share, for the third year in a row, our journey towards a more sustainable future at Morris.

While sustainability has always been an integral part of our business, this year's report marks an important milestone. It is the third year we have officially reported on our sustainability work, giving us the opportunity not only to continue, but also to reflect on and improve our impact on the environment and society. Analysing the progress we have made gives us insights and motivation to continue our quest for an even more sustainable Morris.

We recognise that our responsibilities extend beyond courtrooms and legal agreements. Therefore, we have set concrete sustainability goals to guide our journey towards a more equal and sustainable future. We believe in the power of creating positive change, and through our sustainability work we strive not only to voluntarily fulfil the legal requirements of the Sustainability Reporting Act, but also to be pioneers and leaders in our industry.

Thank you for your support and commitment to this important work. Together we can create a sustainable future and be role models for change.

Morris turns 10 this year and we are very proud of everything we have done over the years. But our quest for sustainability is a journey with no destination. We strive to continue to develop and adapt our goals and strategies to ensure we do our utmost to fulfil our responsibilities to society and the planet.

Martin Taranger
CEO



“Personal and professional at the same time and always very available to us clients, but at the same time caring about their staff and sustainability work.”

– comment from a client in the industry study

sustainability manager has the floor

As Sustainability Manager at Morris, I am proud to share with you our significant progress and commitments toward sustainability over the past year. Our commitment to equality and diversity is, as always, at the centre of our strategy and I am pleased to report on the progress we have made in this important work.

Our equality and diversity team set nine goals at the beginning of the year to reinforce our commitment to being a more inclusive workplace. These goals are designed to make our workplace representative and open to all.

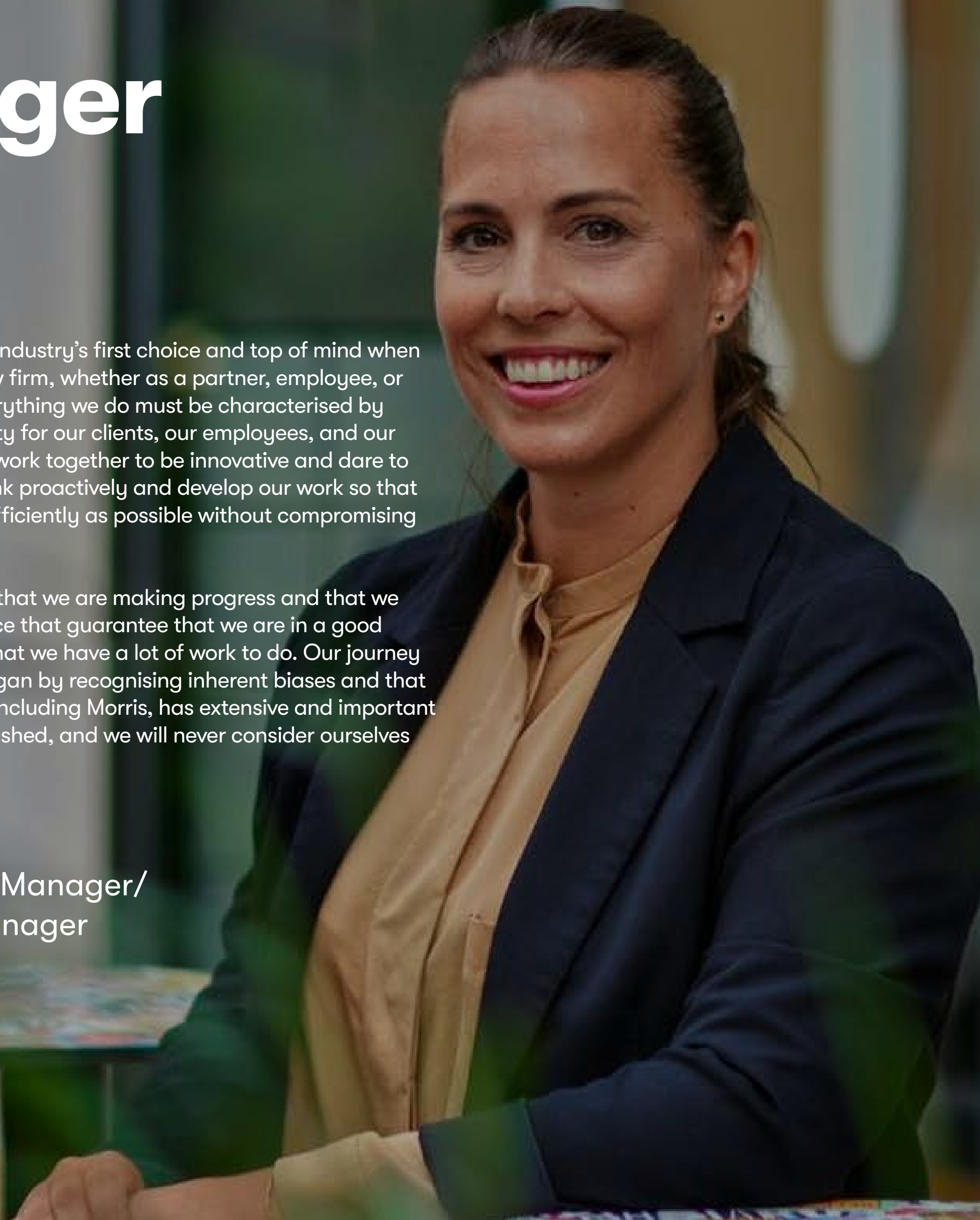
In 2023, we have intensified our efforts to ensure that sustainability principles permeate our entire supply chain. Last year, we set a target of sending out codes of conduct to our suppliers in 2023. We have implemented this during the year to promote responsible business principles and ensure that they share our environmental, social, and ethical values.

We have recently appointed a principal for Morris Academy to enhance the knowledge and skills of our employees. Our skills development is an important part of our work environment and for our employees to develop and grow.

We want Morris to be the industry's first choice and top of mind when it comes to choosing a law firm, whether as a partner, employee, or client. To achieve this, everything we do must be characterised by reflection and responsibility for our clients, our employees, and our environment. 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 sustainability.

We are happy and proud that we are making progress and that we have several pieces in place that guarantee that we are in a good place. But we also know that we have a lot of work to do. Our journey to bring about change began by recognising inherent biases and that everyone in our industry, including Morris, has extensive and important work to do. We are not finished, and we will never consider ourselves done with this work.

Jenny Sahlsten
People & Culture Manager/
Sustainability Manager



short and long term goals

2024

By the end of 2024 at the latest, we will 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, in addition to how we behave amongst ourselves and towards our environment. The code of conduct will 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.

Implement leadership training as part of Morris Academy. The training must focus on our governing documents, reflect our culture and our focus areas within our sustainability work. The goal is linked to the materiality areas and global goals 5, 8, 10 and 16.

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

- Our first interim goal is to reduce our carbon 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 carbon footprint by 2030 at the latest (at least 50% reduction of emissions within scopes 1, 2, and 3 compared to the base year 2022).
- We will reach net zero carbon footprint by 2040 at the latest (90% reduction of emissions within scope 1, 2, and 3 compared to the base year 2022).

2030

In 2030, based on the base year 2022, we will have a more even gender distribution and greater diversity in leading positions as well as in the partner group. To achieve this, we need to invest further in education and training in the areas of gender equality, profitability, business acumen and leadership.

In 2024, we will continue to implement our career and development ladder, which has had positive effects in 2023 with a greater consensus between both supervisors and operational groups. The goal is to create clarity about the different career paths that exist and where you have the same opportunities regardless of, for example, gender, ethnicity, sexual orientation, and social affiliation. The goal is linked to the materiality areas and global goals 5 and 10.



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 identified 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, as well as classifying external threats and risks that 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’s global goals”

areas of materiality

Here are presented the five selected global goals (as well as materiality areas) that guide our sustainability work.


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

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.


10 REDUCED INEQUALITIES



Sub-goals:

- 10.2** Promoting social, economic and political inclusion.
- 10.3** Ensuring equal rights for all and eradicating discrimination.


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.

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.

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 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.



Promote the same conditions for everyone

Promoting female ownership is an important part of our equality and diversity work. During the year, we have chosen to reformulate the goal from focusing on female co-ownership to instead work towards giving all employees better conditions to achieve their career goals at Morris.

We need to work actively to give everyone better conditions, regardless of gender, sexual orientation and cultural background. There is no one-size-fits-all approach, we need to look to the individual and work flexibly to help that person reach his or her own goals. Highlighting different career paths is part of the work on inclusion, transparency, and equality.

We need to create diversified teams with different characteristics and personalities to reach our goal. The diversity also needs to be present in the composition of the partner group. We do not want to limit this work to include only one or a few groups of individuals. This is also why we have chosen to work with diversity as a concept.

We also believe that the result of diversity leads to an increased rate of innovation and profitability. We are also aware that it is not easy to lead multifaceted and heterogeneous teams, as this deviates from the kind of leadership that the world around us is trained in.

In 2023, we have realized that our work needs to be intensified and an internal working group has therefore begun working with providing the employees better conditions to achieve their goals.

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 74 employees at the turn of the year, with a distribution of 57% women and 43% men (in 2022 the ratio was 62% women and 37% men).

Morris's board consisted during 2023 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 the trust of 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 to create the best conditions for our employees. Promoting female partnership is a large part of our equality work. Read more about this in the section "Promote the same conditions for everyone".

At the end of 2023, our management team consisted of six employees with a breakdown of 60% women and 40% 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 coordinators.

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 has 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 has to leave due to unforeseen events, something that is part of being a parent.

Statistics on parental leave

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.

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 days**

♀ Number of days taken by women: **695 days**

♂ Number of days taken by men: **435 days**

2022 Total number of days taken: **744 days**

♀ Number of days taken by women: **434 days**

♂ Number of days taken by men: **310 days**

2023 Total number of days taken: **1 209 days**

♀ Number of days taken by women: **963 days**

♂ Number of days taken by men: **246 days**

Morris's gender equality and diversity group

Our motto 'Let's rethink business law' includes gender equality, diversity, inclusion, equality and sustainable leadership. Much has already been done to create an equal and equitable workplace. The intention is to build further on the culture that exists within the company and find ways to actively ensure that Morris is an attractive employer that soon achieves an even gender distribution in all our groups.

Together, we want to create a workplace where gender equality, inclusion and diversity issues permeate our culture. We believe in equal rights and opportunities for all people regardless of gender, transgender identity or expression, ethnicity, religion or other beliefs, 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 we would like to see that we, together with our clients and partners, contribute to a positive development in these areas.

In January 2023, Morris's equality, inclusion and diversity team set the year's goals and focus areas. After presentation and approval from the board, the group has been working actively on this year's goals.

A selection of the goals that have been implemented during the year is our permanent session in Morris Academy on different career paths where we talk about career paths, challenges, and parental leave. We have developed and begun to work according to our new recruitment policy, the purpose of which is to implement a recruitment process with clarity in the process for the different roles with a focus on diversity and equality, which will include both internal and external recruitment. We have incorporated a session in equality, inclusion, and diversity in Morris Academy. The session will be once a year and is a mix of lectures, dilemmas, and hives. As part of the training, we talk about how we act towards clients when "noise" arises that does not match Morris's values. We have also as part of our onboarding package implemented a session where we communicate Morris values in sustainability, equality, inclusion, and diversity.

The goals for 2024 will be set in February and during the year we will continue our work actively to create a better workplace where equality, inclusion and diversity play a major role.



Gender structure statistics

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

2021	Total: 75	Lawyers (including partners) Total: 52 Women: 26 (50%) Men: 26 (50 %)	Management team Total: 6 Women: 4 (67%) Men: 2 (33 %)	Admin Total: 10 Women: 10 (100%) Men: 0
	♀ 44: (59%) ♂ 31: (41%)	Partners Total: 16 Women: 3 (19%) Men: 13 (81 %)	Studentpool/trainee Total: 7 Women: 4 (57 %) Men: 3 (43 %)	

2022	Total: 72	Lawyers (including partners) Total: 48 Women: 26 (54%) Men: 22 (46 %)	Management team Total: 6 Women: 4 (67%) Men: 2 (33%)	Admin Total: 10 (100%) Women: 10 Men: 0
	♀ 45: (62%) ♂ 27: (38%)	Partners Total: 15 Women: 3 (20%) Men: 12 (80%)	Studentpool/Trainee Total: 9 Women: 6 (67%) Men: 3 (33%)	

2023	Total: 74	Lawyers (including partners) Total: 50 Women: 25 (50%) Men: 25 (50%)	Management team Total: 5 Women: 3 (60%) Men: 2 (40%)	Admin Total: 10 (100%) Women: 10 Men: 0
	♀ 42: (57%) ♂ 32: (43%)	Partners Total: 15 Women: 3 (20%) Men: 12 (80 %)	Studentpool/Trainee Total: 10 Women: 5 (50%) Men: 5 (50%)	



We need to work actively for a better gender structure in our administrative group as well as in our partner group. 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 otherwise 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 expected to increase by 800 million people, which requires great efforts to create new jobs that are also sustainable for people and the environment.

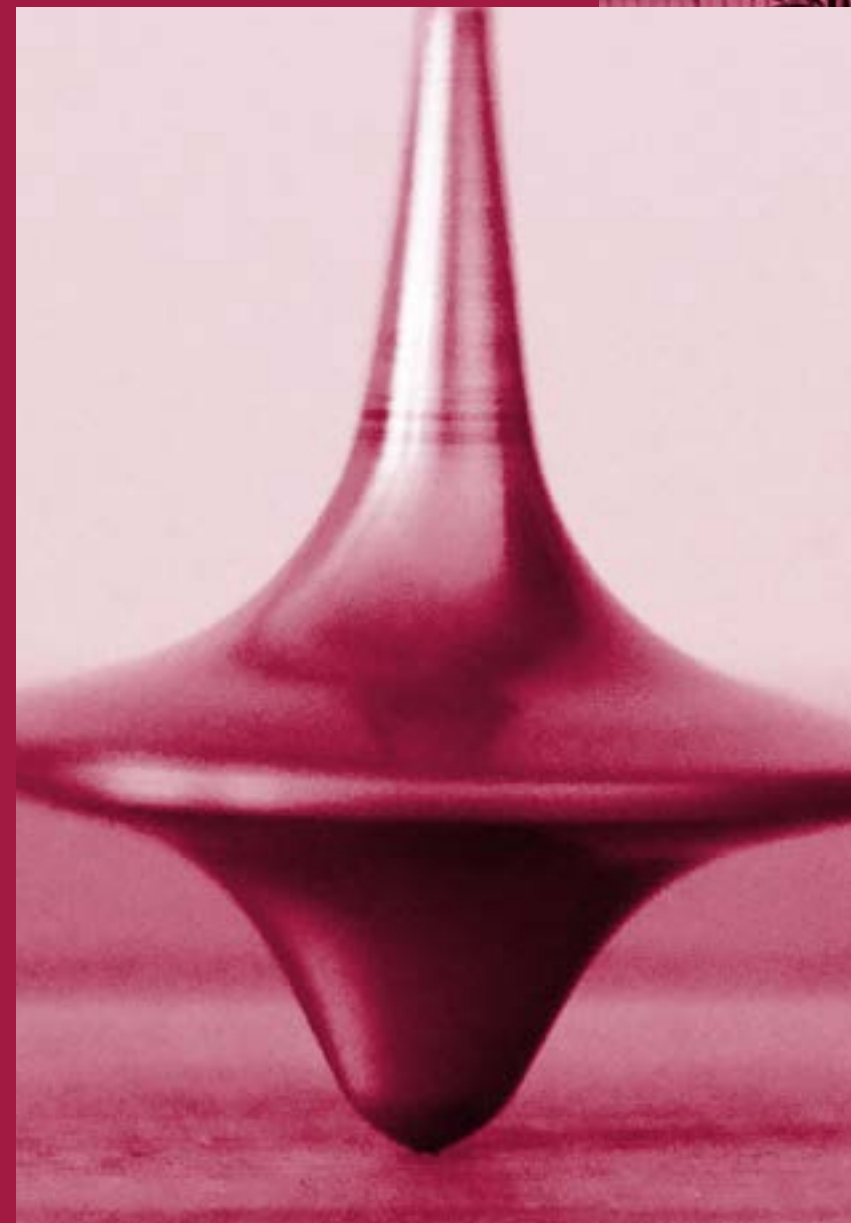
Decent work promotes sustainable economic growth and forms a positive force for the entire planet. We must protect employee rights and end modern slavery, human trafficking, and child labour once and for all. By creating good preconditions for innovation and entrepreneurship and ensuring decent working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

Morris's board, together with the Sustainability Manager, carries the overall responsibility for our sustainability operations. Morris's 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.

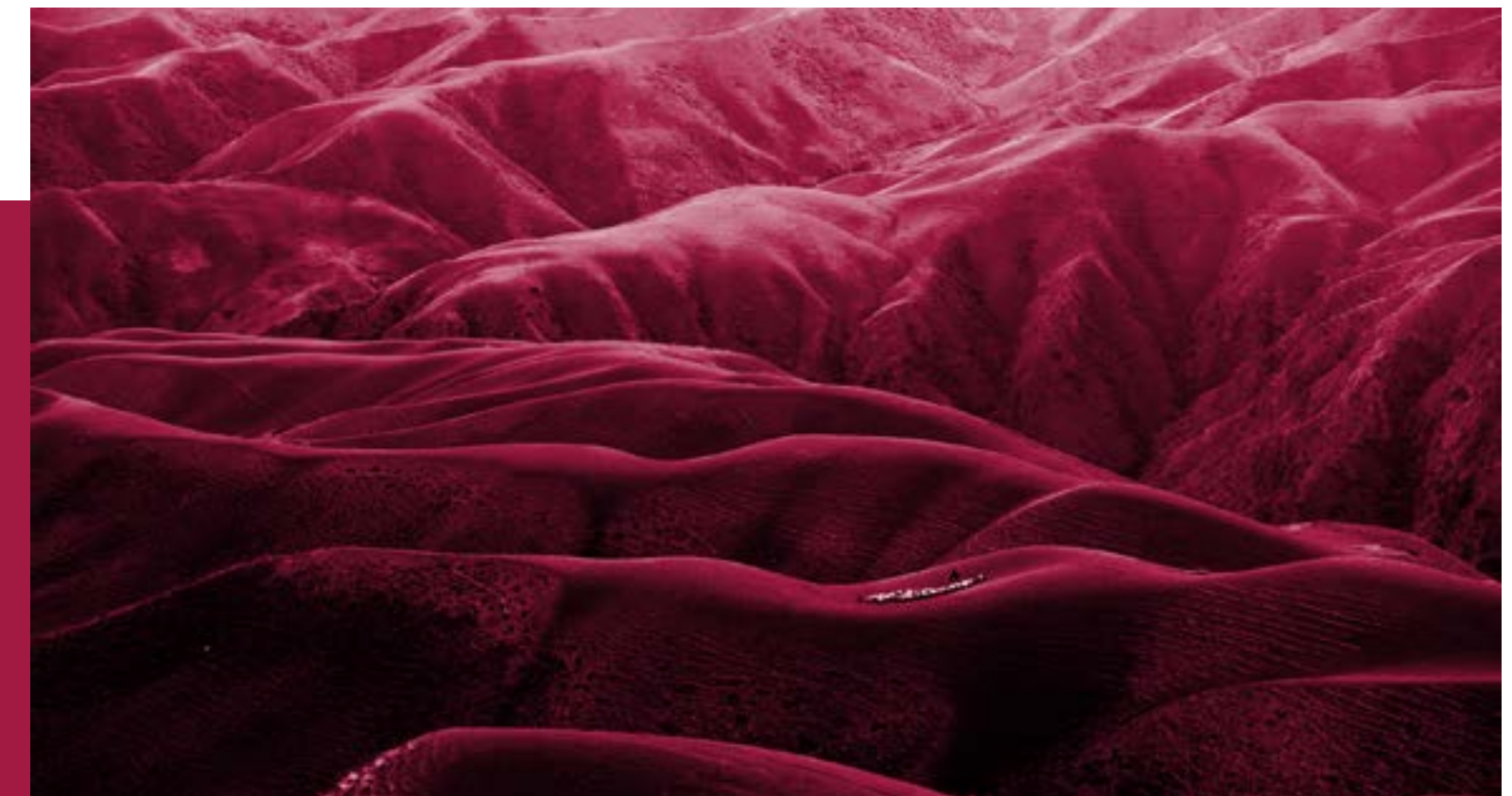
In order to create direction and control in how we work with sustainability, we have adopted several policies and action plans.

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 our most central policies and government documents include:

- Work environment policy
- Recruitment 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
- The Fýri Agreement: our consensus on how to act towards each other and 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. 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 want to 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 gives 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.

We want to offer the opportunity to work outside the office as well with flexible working hours but based on the office as our main workplace. It is important that we have an open dialogue to jointly create a balanced and sustainable workplace for all employees. Where we become stronger together.



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 one unit and one company, regardless of the geographical location employees are based. It is therefore important to organise social gatherings where we can all meet. During the year, we fix afterworks 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 with climate-smart packaging.

Illness prevention

To prevent diseases, counteract stress and promote balance and recovery, we are constantly working on various initiatives.

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. To be able to follow up on employees' 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 2023 in the section "Employee Satisfaction Survey".

In 2024, as part of Morris Academy, we will have a session with Jens Näsström on the topic of stress management where we will touch on issues such as "How to be free and available at the same time in the evenings, weekends and holidays" and "The critical distinction between healthy and unhealthy ambition". Topics that of course feel difficult and heavy, but by raising and talking about them and with tips and the right tools, we hope that this can help all our employees.

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 professional counselling to employees 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 program. 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 it is 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

Morris's health & safety committee is a co-determining body in work environment matters and consists of both 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.

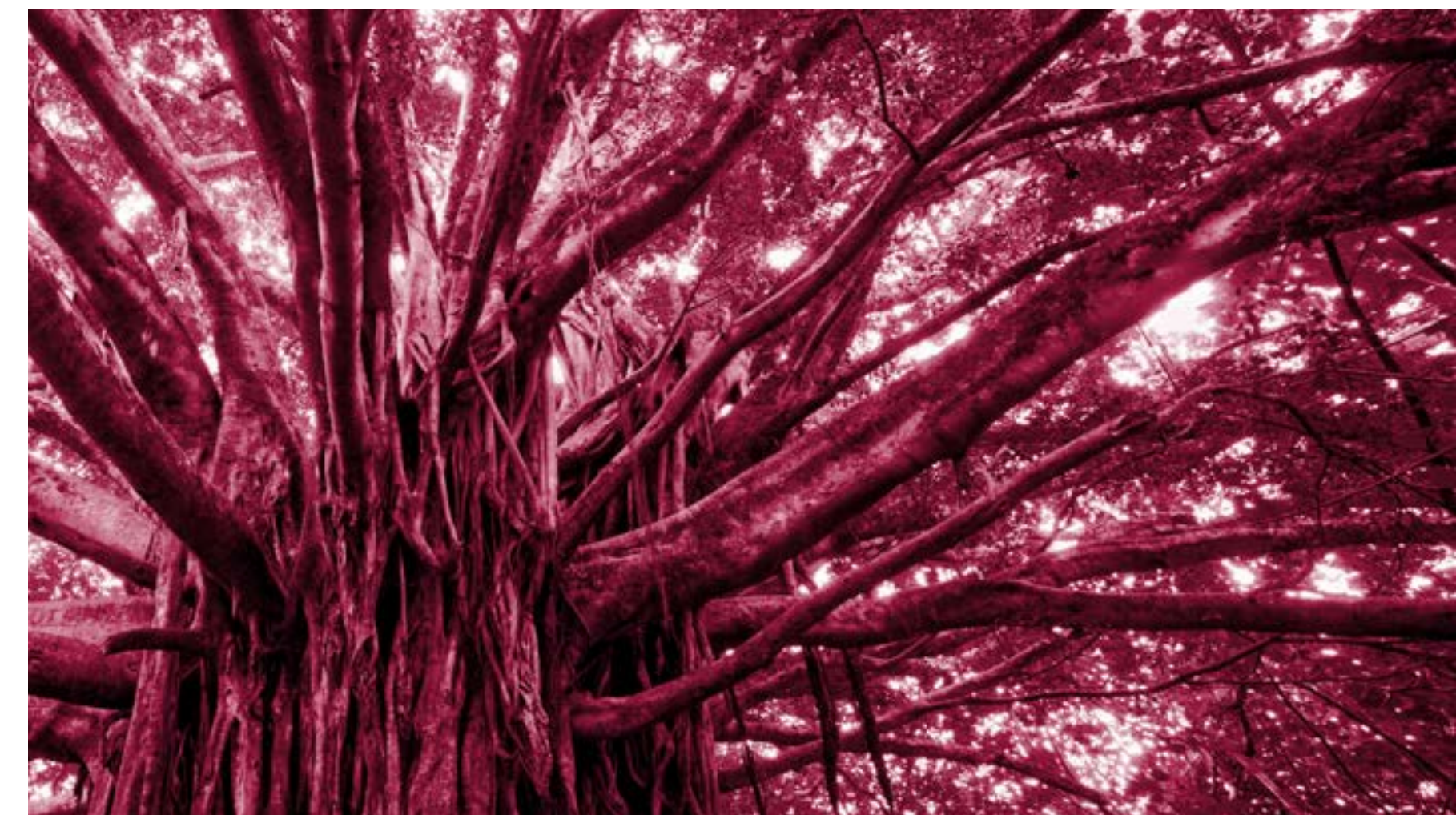
The health & safety committee has no personal responsibility for the work environment. Instead, the committee is advisory and take initiatives. It participates in policy creation as well as in planning, implementation, and follow-up of overall work environment activities.

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 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 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, professional counselling with a psychologist, noise-reducing headphones, allowance for computer screen glasses and parental allowance supplement.

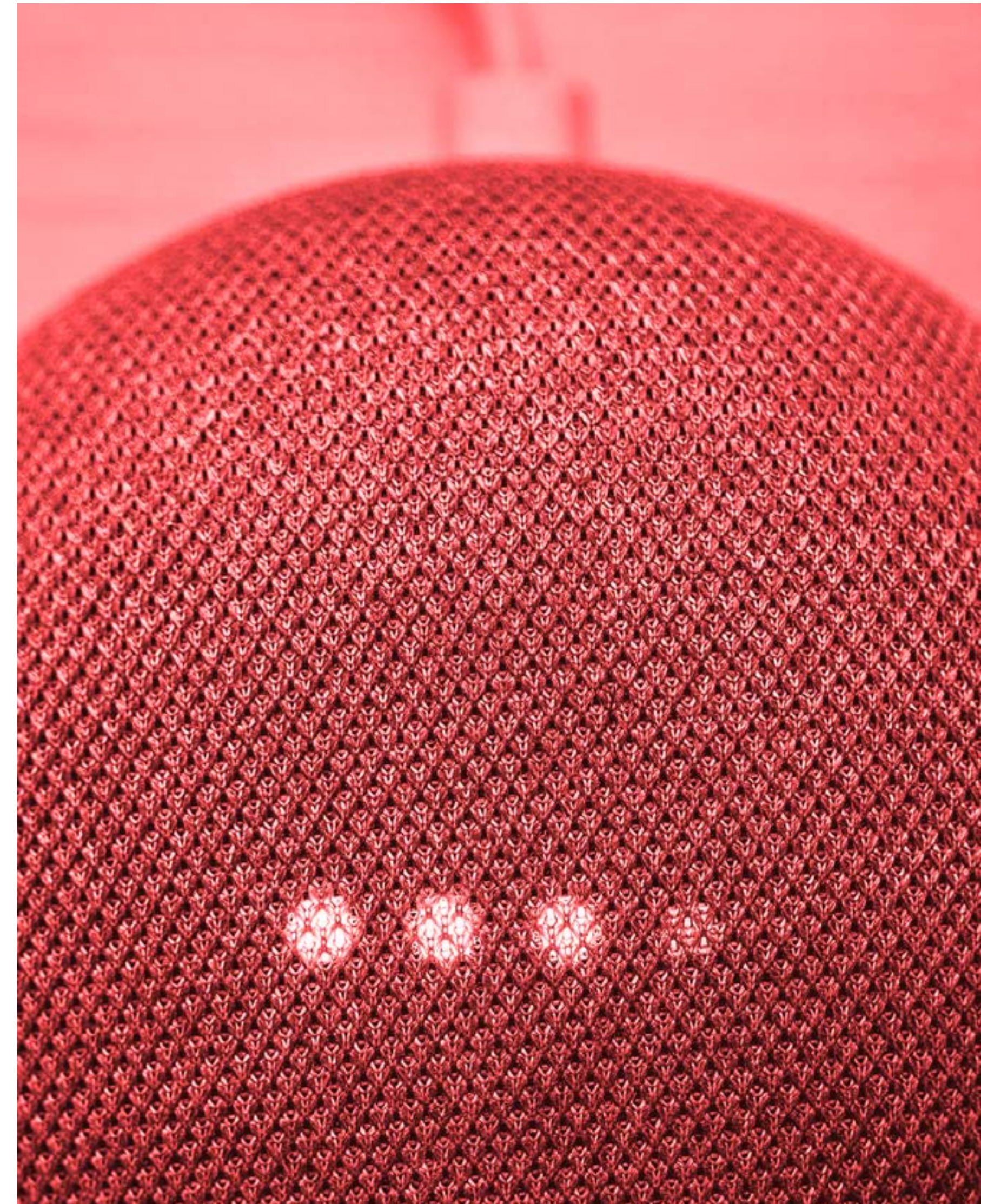
In collaboration with Personalcyklar, we have developed an offer to our employees of a bike as a benefit to be paid for by a gross salary deduction. This is to encourage more people to cycle to work, which in turn leads to less impact on the environment and brings health benefits.



Competence supply - Morris Academy

Morris Academy is an ongoing training program that helps employees and Morris's 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. 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.

In 2023, we made major changes to our internal training programme, Morris Academy. Having previously been focused primarily on improving knowledge of substantive law, the program now has a broader scope. The range of courses has been supplemented with courses in leadership, stress management and how we as employees should act towards each other. The aim is to improve the professional skills of employees in a broad sense and strengthen the soft values that make Morris a welcoming and well-functioning workplace.



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 66 (61), when the industry average is 22 (23).

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.

Siffrorna nedan är snitt under 2023 (2022). Maxsiffran i pulsmätningen är 10.



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 suggests external mentoring programs, but we also need to work in-house with mentoring at various stages of employee careers. All newly employed lawyers are appointed a supervisor and sponsor. 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 development talks, 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

This year we have again been involved in Mitt Livs Val's project "Framåt!", for newly arrived young people aged 16-23. Framåt! works for an inclusive society where young people will be given the opportunity and the right conditions to influence their future. During 2023, just like in previous years, we have had the honour of hosting two study visits to our office in Gothenburg.

In 2023, we have continued our cooperation with Nextar. Nextar works together with partner schools, mentors, and partner companies for the collaboration between primary school and working life. The aim is to work with schools and parents to show young schoolchildren what opportunities exist in working life, encourage dreams and help schoolchildren to appreciate and 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

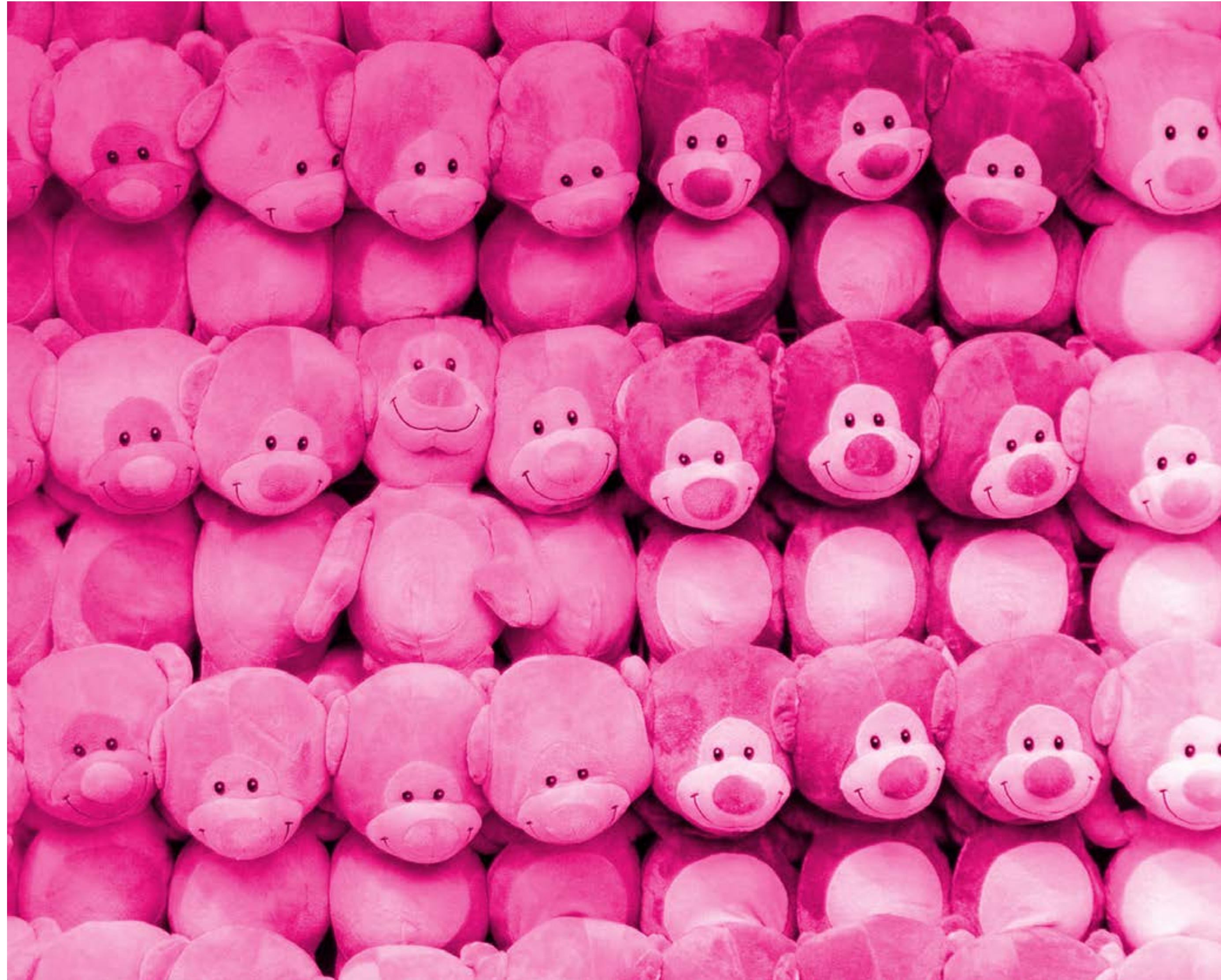
We would like all employees, regardless of gender, to see role models at all levels and at different ages in the company. We do not allow any forms of discrimination; everyone has equal value and must be treated equally based on their individual circumstances. We as a company, and the industry we operate 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 while enhancing our work environment. 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.

As part of our work in our Diversity, Equality, and Inclusion Group, we had a goal of incorporating a diversity, equality, and inclusion course as part of Morris Academy in 2023. The first sessions have now been conducted with positive feedback from all employees and will therefore be included in the Morris Academy going forward. The course is an internal training programme with a mix of lectures and discussion groups where we are faced with different dilemmas and scenarios that we talk about and discuss. Our goal is that the course will give us a greater understanding of each other and each other's differences, an acceptance that we all carry different baggage and that we therefore react in different ways when faced with the same situation. We hope that by creating a dialogue and openness about different dilemmas and challenges, we will create a sense of security and openness and thus be able to help and understand each other more easily.

Fair recruitment

In 2023 we developed and implemented a new recruitment policy. The policy describes our recruitment process and aims to ensure fair treatment in our recruitments and that decisions about candidates are only made based on objective reasons, based on competence and suitability. Everyone who works at or comes into contact with Morris, for example during a recruitment procedure, must therefore have the same rights, opportunities and obligations regardless of gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age



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 must reduce our carbon 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 to reduce our negative impact on the climate, the environment and people's health.

Morris's thoughts

As a service provider, our purchases constitute 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.

Digital processes and data storage

Through our business and billing system, we have a fully digital process for our case management and internal billing process. In 2023, we continued to develop our digital platform Morris Connect to become a portal where most of our business groups manage their processes and workflows.

We are sending more and more invoices digitally. We have digital payslips and work mainly with digital marketing. Our data storage takes place in our server hall, which is powered by 100% renewable energy.

In 2022, one of our focus areas was to increase our internal digitalisation to enable greater efficiency and quality gains. A clear upside of this work is that, after measurements, we see that our printing level continues to decrease in our offices. We have almost exclusively digital signatures. After internal training and by placing e-signing in our Morris Connect portal, all employees now have access to e-signing, which streamlines the work process and increases usage.

Avoid printing

In 2023, we have continued to work towards our goal for all invoicing to be digital. We have actively contacted the clients who have had physical invoices to speed up our digital process and encourage them to submit an alternative to the postal address to enable digital mailings and at the same time spread information about our sustainability work. The reception has been positive, and we are now down to 9% physical invoices (in 2022 the figure was 13%) We continue to work towards our goal of 0% physical invoices.



Current environmental and climate impact

Our climate footprint in 2021 was 2.8 tonnes of CO₂e per employee. We calculated the footprint in Climate Hero's digital calculator. During 2022 we carried out our first complete climate calculation together with the climate consultants at Climate Hero. The climate calculations is based on the global standard Greenhouse Gas Protocol (the GHG-protocol).

Morris's total carbon footprint in 2023 amounted to 128 tonnes of CO₂e, which is an increase of 20 tonnes compared to the previous year. The climate footprint per employee in 2023 amounted to 1.8 tonnes CO₂e and this is an increase of 0.3 tonnes. compared to the previous year. The increase compared to the previous year is due to that in 2023 we had more lunch meetings, internal training, external meetings and more trips than in 2022. This is because 2022 was partly a pandemic year for the first two quarters, and then travel and physical meetings were restricted.

Another factor that contributed to the increased climate footprint in 2023 was our move to a new office in the autumn. Although we have tried to save the environment by reusing existing furniture and screens, it still requires the purchase of new objects and constructions, which has a negative impact on the environment.

We constantly strive to identify new ways to improve energy efficiency, choose environmentally friendlier travel, better waste sorting, less food waste, and reducing the number of consumables while choosing products with minimal environmental impact.

Green power supplier

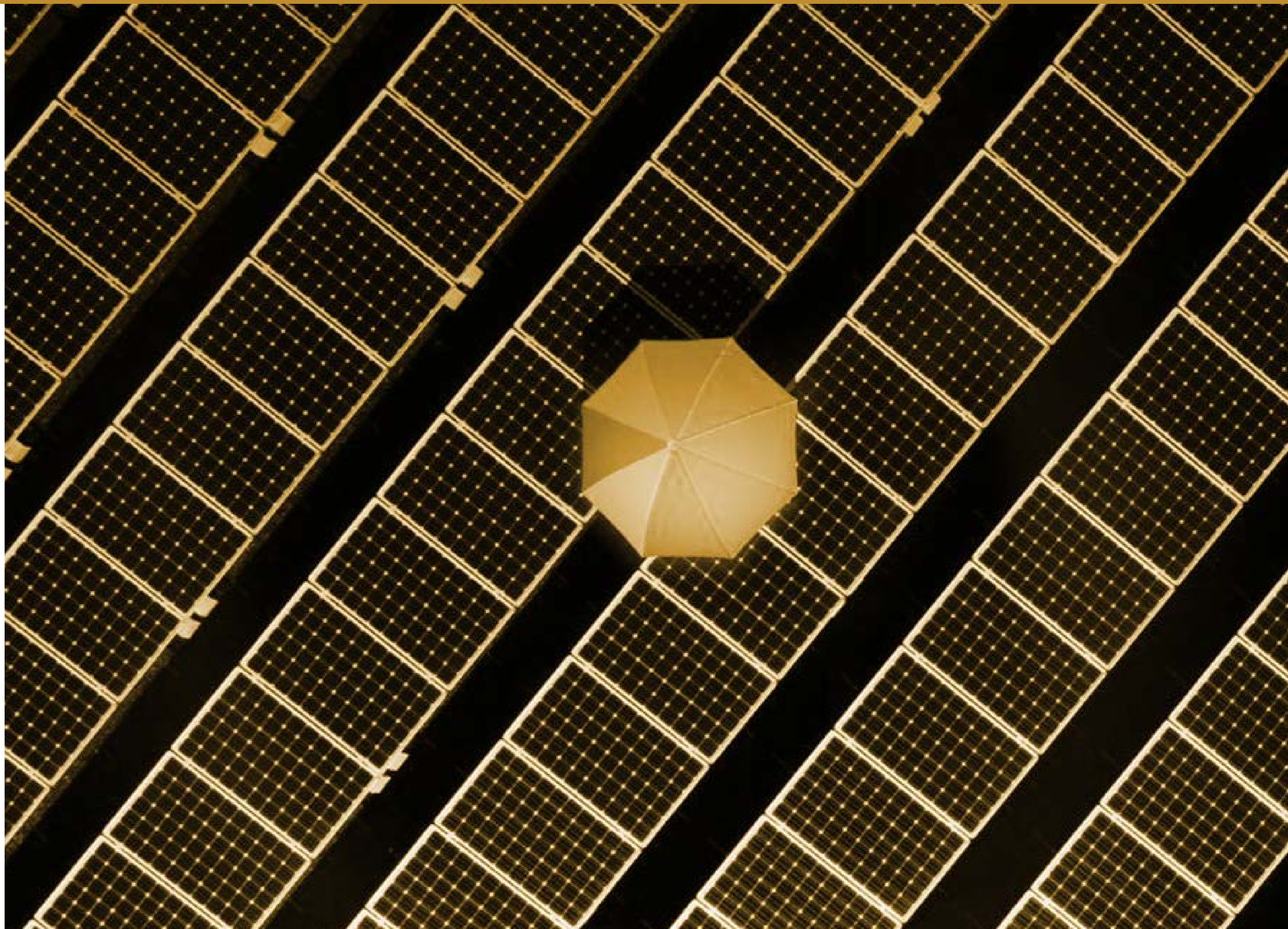
We review our contracts on an ongoing basis and have signed an agreement for 100% renewable electricity in Gothenburg. In Stockholm, our electricity supplier is contracted via our landlord, and their contract is for climate-neutral electricity from wind power with Good Environmental Choice. As part of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

Climate impact calculation

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.

In 2023, Morris's total carbon footprint was estimated at 128 tonnes CO₂e, corresponds to 1.8 tonnes of CO₂e per employee, and 0.8 tonnes per million.

We have set three long-term goals linked to our climate footprint (see the section Introduction). To get there, we need to follow our policy regarding purchase of products, services, food and travel.



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 can 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.

Purchasing policy

As a service company, our purchases are 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, Morris's 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 the Nordic Swan Ecolabel. 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 impact on society in terms of environmental, social, and economic factors. In 2023, we developed our own Code of Conduct, which describes our values and approach to sustainability. We sent this out to our suppliers and partners in autumn 2023. We must act according to our convictions and be able to show, both internally and externally, what values we as a company live by. Where we make it clear that we deal with companies that use sustainable materials, care about the environment, and treat their employees fairly. In 2024 and 2025, we will develop procedures for following up compliance with this.

Travel policy

Our travel policy is included in our climate policy 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 they must travel, the main rule is that domestic trips 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 Morris's Sustainability Manager. We climate compensate for our air travel.

Vegetarian food

Our policy 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, we always have these things in mind:

- **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, but 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. 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 Swedish 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.

To ensure that we comply with 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 & 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, our 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 if 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, 2022, and 2023, no cases of irregularities were reported, internally or externally.

This year's Xmas present

The 2023 Christmas gift went to three organisations.

Suicide Zero – The 2023 Christmas gift went to three organisations. Suicide Zero. Every year, around 1.500 people take their lives in Sweden. That's four a day. Suicide Zero is a non-profit organisation that has been working to reduce suicides in Sweden since 2013

Maskrosbarn – The children's rights organisation has worked since 2005 to improve the living conditions of the 500,000 children in Sweden with parents who have an addiction, a mental illness or who subject them to violence.

Barndiabetesfonden – The fund supports research aimed at preventing, curing, or alleviating type 1 diabetes. In Sweden, three children a day and as many adults are diagnosed with type 1 diabetes. A total of 50,000 people in Sweden, both adults and children, live with the incurable and life-threatening disease type 1 diabetes.



happenings in 2023

Happenings within sustainability at Morris in 2023

Morris's sustainability day at Universeum

An important part of our sustainability work is that we inspire and educate ourselves. For the second time, we therefore met for an afternoon and evening at our partner Universeum. During the afternoon we listened to representatives from Climate Hero who talked about our climate footprint, GHG protocols and what we as individuals can do to reduce our climate impact. We listened to our partners and how they work with social sustainability in society and ended by listening to how we can find the way to a sustainable world through research data.

Code of Conduct

An important part of our sustainability work is to set requirements that drive positive development - for people, our planet and our common resources. As a step in this work, during the year, together with Hallå Hållbarhet, we produced our first Code of Conduct for our suppliers and partners. The code is based on the UN Global Compact's ten principles on human rights, labour law, the environment and anti-corruption. We believe in long-term business relationships, so it is important for us to know that our suppliers share our values and live up to the content of this code. It is simply a prerequisite for us to be able to take steps in the right direction together.

Law firm of the year

We won again this year! We are extremely proud that we were named Law Firm of the Year 2024 in the Regi's client and industry study 2023 (which is based on clients' evaluation from 2023). Looking at a weighted value of all categories, we score highest in 8 out of 13 categories in terms of medium-sized law firms measured in the study (law firms SEK 90-199 million). Very nice ratings that we will cherish and work further with!

Sustainability report short version

We are proud of our report, but we are also aware that the report as a whole can be difficult to digest. We have therefore, together with Hallå Hållbarhet, produced a short version of our sustainability report based on ESG and how we as a company work with the various parts of Environmental, Social and Governance.

As part of the presentation, we also had the opportunity to listen to representatives from Hallå Hållbarhet who talked about future sustainability laws and how we can look at our materiality analysis based on impact, risk, and opportunity.



morris law.