



Weinhold Legal

***CORPORATE SUSTAINIBILITY
PRINCIPLES-BASED APPROACH TO DOING BUSINESS***

Weinhold Legal

Weinhold Legal, v.o.s. advokátní kancelář
Na Florenci 15
110 00 Praha 1
Česká republika



WEINHOLD LEGAL'S OPERATIONS IN ACCORDANCE WITH THE CORPORATE SUSTAINABILITY REQUIREMENTS

Weinhold Legal operates in accordance with the corporate sustainability requirements. The company's value system reflects a principles-based approach to doing business. This means that Weinhold Legal operates in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. As a responsible business, Weinhold Legal enacts the same values and principles wherever it has a presence, and knows that good practices in one area do not offset harm in another. Weinhold Legal has incorporated the Ten Principles of the UN Global Compact and the OECD Guidelines for Multinational Enterprises into strategies, policies and procedures, and establishing a culture of integrity, companies in order to not only uphold its basic responsibilities to people and planet, but also to set the stage for long-term success.

Weinhold Legal is also committed as part of an integrated management strategy to implement principles set out in the ICC Charter for Sustainable Development (including Business Charter for Sustainable Development - Business contributions to the UN Sustainable Development Goals prepared by the ICC Commission on Environment and Energy and the ICC Task Force on Green Economy).

Therefore, Weinhold Legal is committed:

- ▶ to recognise the business contribution to sustainable development as a key priority and an enabler for long-term business success.
- ▶ to build the necessary awareness and understanding amongst its employees, shareholders, customers, and other stakeholders.
- ▶ to clarify and integrate sustainability into its strategies, leadership principles, operations, activities and investments according to each business' individually relevant context.
- ▶ to govern its business with integrity, develop best practices in any relevant area of work, and promote ethical conduct, including fighting corruption.
- ▶ to promote business practices that contribute to economic growth in the direction of sustainable development
- ▶ to encourage efficient and cost-effective policies and approaches that promote entrepreneurship and empower and enable the establishment and start-up of businesses.
- ▶ to ultimately contribute to the concept of decoupling economic activity from adverse environmental impacts, including new approaches to incorporate externalities in economic terms.
- ▶ to recognise and assess environmental impacts associated with business activities.
- ▶ to implement an effective environmental management system to minimize actual and potential adverse environmental impacts.

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- ▶ to maximise resource efficiency of all natural resources, particularly water, energy and soil.
 - ▶ to recognise the importance of people — both employees and external stakeholders — as critical to the success of any business.
 - ▶ to foster skill development for the workforce.
 - ▶ to respect and follow human rights guidelines.
 - ▶ to understand and define societal impact of the business and to set priorities according to its specific circumstances.
 - ▶ to develop products that provide good value for the customer, are safe in their intended use, are compliant with applicable laws and regulations, and minimize adverse environmental and/or societal impacts.
 - ▶ to endeavour to maximize the economic, societal and environmental benefits of the products by considering the whole product life-cycle.
 - ▶ to innovate with and through customers and suppliers to identify hidden opportunities — from research and development to sustainable products— and avoid unintended consequences.
 - ▶ to promote and facilitate the awareness of these sustainable development principles across the value-chain, that is, the business' suppliers, customers, agents, distributors, service providers, and other relevant partners.
 - ▶ to collaborate with all actors in the value-chain for responsible behaviour across the entire product or service life-cycle.
 - ▶ to promote the mutual recognition of relevant corporate responsibility codes and supplier guidelines.
 - ▶ to set goals and select the appropriate metrics to track implementation of business objectives and assessed risks and opportunities.
 - ▶ to report and communicate progress through the most relevant channel(s) relative to the size, scope, sector and geography of the business and in accordance with its available resources as appropriate.
 - ▶ to foster innovative collaborations for shared value creation, such as engagements and alliances with other businesses, academia, governments, or consumers to deliver jobs, innovative business models and solutions.
 - ▶ to engage with employees, shareholders and other stakeholders through regular dialogue and communication. In doing so, to engender trust between the business and its various stakeholders.



The below listed Ten Principles of the **United Nations Global Compact** are derived from: the [Universal Declaration of Human Rights](#), the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#), the [Rio Declaration on Environment and Development](#), and the [United Nations Convention Against Corruption](#).

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

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The **OECD Guidelines for Multinational Enterprises** attached.



The OECD Guidelines
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The **ICC Charter for Sustainable Development** and the **Business Charter for Sustainable Development - Business contributions to the UN Sustainable Development Goals** attached.



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