



ESG Policy Statement

This ESG policy statement sets the ground rules for our dealings at KSB with each other, our clients and society at large.

Environmental, Social and Governance considerations have long been at the core of how KSB sees itself as a responsible member of the profession and of the broader community. Our policy statement below sets forth an overview of our current ESG goals and actions, to give a flavour of the many initiatives KSB is undertaking in order to contribute as a law firm to a more sustainable, responsible and robustly governed future.

ENVIRONMENT

We believe protecting the environment is crucial for our employees, clients and local community. We contribute to a cleaner future by seeking to minimize our effect on the environment and we are making a concerted effort to operate as a sustainable law firm. Here are just some of ways in which KSB strives to be sustainable and reduce our impact on the environment:

Purchasing “Green.” Purchasing at KSB is now made through a lens of sustainability. Whenever feasible, we give preference to materials and supplies that are recyclable, biodegradable, have recycled content, are free of hazardous chemicals, and are locally produced.

Waste. We are monitoring and measuring our waste generation and are continually seeking to reduce the volume of waste we produce. In addition, we have established a number of recycling (and re-use) schemes relating to our office, food, and electrical and electronic equipment. We have eliminated disposable dishware. We will continue to introduce further recycling (and re-use) schemes practicable to our activities and buildings.

Travel. We recognise that work-related travel is one of our greatest impacts on the environment. Our office locations have been chosen to benefit from sustainable transport options. We have invested in video-conferencing technologies to reduce our travel-related environmental impact.

Climate Change. We are committed to reducing our energy usage and carbon footprint, with a goal of progressing to carbon neutrality. Since July 2022, KSB has been accepted into the Program MONITORING/REDUCING CO2 in the Czech Republic, monitored by the non-profit organization www.ci2.co.cz, that

monitors our law firm's carbon footprint and compares it to other local companies.

Implementation and Monitoring of Sustainability Goals. To achieve the environmental goals made in this policy KSB will:

- allocate clear responsibilities for environmental control and sustainability supply options within the operations of each of our offices;
- implement a programme to regularly audit our adherence to this policy.
- implement a programme to ensure that everyone at KSB is made aware of our environmental policy.

SOCIAL

Our People. Our people are our greatest asset. By looking after each other, we ensure the best possible quality of service for our clients. We are driven to ensure that our workplace is inspiring, safe and inclusive. Please see our separate [Diversity and Inclusion policy](#).

Learning Never Ends. We promote continuous learning and development of our professional skills in accordance with and beyond the requirements set by the professional standards of the legal profession.

Rule of law. As lawyers, one of our utmost responsibilities is furthering respect and understanding of the rule of law in the community. To participate in the development of society has always been a central part of the legal profession. We actively participate in preparation of new legislation and in education and social media initiatives to support the rule of law in the community.

Next Generation. We encourage our attorneys to actively engage in the education of future lawyers by sharing our knowledge with students and actively engaging in legal education initiatives such as the Contract Law Competition. We participate on an ongoing basis in the "[Lawyers in schools](#)" project, the essence of which is to improve the awareness of pupils of law and legal issues. KSB student internships provide a window into the legal profession for law students.

Pro Bono. Our lawyers regularly take part in a broad range of individually chosen pro-bono projects close to their own heart. And for over 30 years, the flagship pro bono commitment of KSB has been our active support for the diverse social projects of the Olga Havlová Foundation www.vdv.cz/en, the main

purpose of which is to help disabled, abandoned and discriminated people with their integration into society.

GOVERNANCE

Integrity is Everything. Our business is based on trust and integrity. We always act in accordance with the professional and ethical standards of the Czech Bar Association and the International Bar Association, regulating matters such as client relationship, loyalty to the client, independence, conflicts of interest, anti-bribery/corruption, confidentiality and integrity.

Anti-Money Laundering. We act in accordance with all applicable rules against money laundering and financing of terrorism or war, We know our clients and make sure we understand their intentions. We do not accept assignments, which include a risk of money laundering or financing of terrorism or war, with the clear exception of provision of humanitarian aid.

Human Rights. We respect internationally proclaimed human rights in everything we do.

Cyber risks. Data security is crucial when dealing with highly sensitive client information in today's world. We take information security seriously and always act in accordance with internal guidelines.