



Environmental, Social and Governance Report



alerion

AVOCATS

PREAMBLE

Alerion Avocats wished to formalise the commitment made by all its members - employees, associates and partners - to social and environmental responsibility.

Our commitment takes the form of concrete actions aimed at working towards and participating in social and environmental transition.



**Nathalie Dupuy-Loup -
Stanislas Vailhen**

Managing Partners

SOMMAIRE



01. ENVIRONMENT



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01. ENVIRONNEMENT



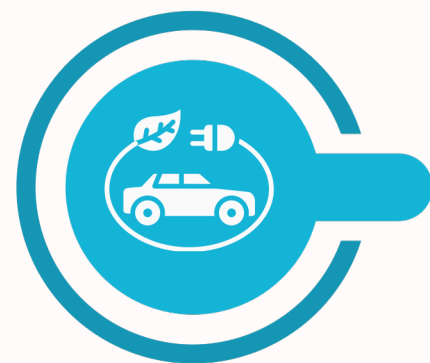
The firm is committed to **reducing its waste production** by recycling, composting and limiting the use of disposable products. We favour the purchase of environmentally-friendly, organic and fair-trade products.



We have replaced all plastic bottles with Castalie glass bottles and installed water fountains on all floors of the office; all plastic bottles and cups have been replaced with glass bottles and water glasses.



For coffee machines, the firm uses **recyclable coffee capsules**, and the purchase of bean-to-cup coffee machines with a grinder system is under consideration to stop using aluminium capsules.



We encourage **sustainable modes of transport** such as car-sharing, cycling and public transport. Electric terminals have been installed in the firm's car park. Wherever possible, our lawyers travel by train rather than by plane. The same applies to firm events and individual travel for case work.



➤ We use teleworking whenever possible to **reduce emissions linked to travel**;

➤ The firm prefers to order '**green**' G7 taxis by default via a specific subscription;

➤ The dematerialisation of files has been implemented in almost all our practices, as well as the use of electronic signatures via a subscription to the YouSign platform. The firm's 'zero paper' objective has been stated;

➤ The reasonable and reasoned use of generative **artificial intelligence**, in particular by applying the principle of sobriety in the use of the most energy-intensive requests;

➤ The firm favours **responsible purchasing** and the use of committed service providers - for example, our Alerion canvas bags are made in France using French materials;

➤ Alerion sponsors '**Un Toit pour les Abeilles**' and supports the fight against 'Colony Collapse Disorder' (CCD), which is caused by an increase in parasites and predators, changes to the landscape and the scarcity of resources, climate change and pesticide cocktails;

➤ Alerion took part in the creation of the **Observatoire des Contentieux Climatiques** (Climate Litigation Observatory), which provides a legal watch on climate-related litigation in France and around the world, under the impetus of Jacques Bouyssou, partner and co-head of the Litigation, Arbitration and Business Criminal Law department;

➤ Alerion is active with **Green Sanctuaries**, an endowment fund for the preservation of forests and their biodiversity, set up by Christophe Gerschel, a partner in the Tax Law and Mergers & Acquisitions departments;

➤ The firm assists the **Red Panda Network** endowment funds (creation by the firm of the French branch of this US foundation for the protection of red pandas) and the **Fair Play for Nature** endowment fund and its conservation projects;



02. SOCIAL

2.1 DIVERSITY AND EQUALITY

- We have created a **positive, inclusive, diverse** and **productive** working environment. The firm is committed to ensuring that every member of the firm is supported and treated with respect and dignity, regardless of age, race, gender, sexual orientation, disability, religious beliefs, seniority or position.
- The firm adopts proactive recruitment strategies that are free from direct or systemic discrimination.

2.2 EQUALITY AND GENDER DIVERSITY

- We encourage the participation and promotion of women within the firm.
- We also attach great importance to the representation of women in our governance, and ensure the integration of new female partners. Alerion has a mixed management team: two partners, one woman and one man, co-managing partners.



2.1 STATISTIQUES DU CABINET

En 2025,

23 partners
including 8 women



41 associates
including 22 women and 19 men



19 employees
including 14 women
and 5 men

10 Average number of
trainee lawyers per year

Alerion is committed to respecting the minimum fees set by **UJA** to guarantee fair and sustainable working conditions.



2.4. WORK-LIFE BALANCE

- The professional objectives set for associates comply with the rules of the Bar designed to promote a balance between professional and personal life, in accordance with article 3.2 of the Charter of Good Practice for Collaboration, published by the Paris Bar Council.



2.5. TRAINING AND SUPPORT

- We set up a personalised induction programme for all new arrivals, to help them settle in.
- We invest in the ongoing training of our employees and associates, to encourage their professional development.
- A number of our lawyers give hours of legal tuition at colleges and universities (Master II in Mergers and Acquisitions at the Paris-Saclay Law University, Sciences-po Paris, DJCE Strasbourg, Master II in Artificial Intelligence Law at the Institut Catholique de Paris, ESTACA, EPITA or DU in Data Management and Cybercrime at the Montpellier Law University, etc.).
- The firm is committed to supporting the development of its associates with career objectives: many of the firm's partners started out as junior associates at Alerion.





2.6. INTEGRATION

- A ski weekend is organised every year, partly funded by the firm and reserved for associate lawyers.
- The firm organises team-building events to strengthen team cohesion (summer, end of year).



2.7. TRAINING

- The firm participates in the in-house training of lawyers, employees and trainees and on broader topics as part of the Alerion Academy, with regular meetings on a variety of topics and with outside speakers.
- Training in digital tools and databases is offered to members of the firm.
- English courses are offered to lawyers and employees, financed by the firm.



2.8. HEALTH AND SAFETY - QUALITY OF LIFE AT WORK

- Mandatory first aid/fire training for employees and recommended for lawyers.
- Alerion's restaurant and meeting rooms were completely refurbished in 2023.



03. COMPLIANCE



Protection of personal data



Procedure for preventing conflicts of interest



Combating money laundering (KYC)



Secure data room - proprietary



04.GDPR

GDPR compliance goes hand in hand with Alerion's social and environmental objectives. The GDPR protects the rights of individuals with regard to their personal data and their private lives, and makes companies socially responsible towards them, in particular through the principles of :

Data collection and digital ethics Retention periods, data minimisation & digital sobriety Informing individuals & digital accessibility Securing data Implementing technical and organisational measures & digital responsibility

To this end, the firm has appointed a DPO (Data Privacy Officer) to ensure that its data processing complies with the RGPD, and has introduced a duty of vigilance and questioning at all levels of digital technology to reconcile advanced technologies with strong social and environmental ethics, in addition to our ethical obligations as a regulated profession, particularly with regard to generative artificial intelligence.

05. ENGAGEMENTS



01 Transmission



02 Associations



03 Pro bono

1. Transmission

- Christophe Gerschel, partner in the Tax Law and Mergers & Acquisitions departments, runs the Master II in Mergers & Acquisitions at Université Paris-Saclay;
- Various courses are given by some of the firm's lawyers, sometimes on the firm's premises, to postgraduate law students;
- Participation in various career forums, such as those organised by the EFB (Ecole de formation professionnelle des Barreaux du ressort de la Cour d'appel de Paris) or the Forum des carrières juridiques (legal careers forum);

2. Associations

- Taking part in the Course des Héros, a charity race offering two routes - an 8km run or a 5km walk - enabling participants to support a charity close to their hearts;
- Donation in support of Ukraine through the Red Cross and the association Visions du Monde and médecins sans frontières;
- Welcoming a Ukrainian lawyer in 2022;

3. Pro bono

- Active participation by Corinne Thiérache, partner in the IP/IT departments, alongside the media in the work of GESTE and its legal committee;
- Corinne Thiérache's contribution to work on freedom of expression and the Internet as part of the Villa Numeris Think Tank;

Haute Autorité de l'Audit sustainability auditor status

We have obtained the status of sustainability auditor after 90 hours of training, which is recognised by the Haute Autorité de l'Audit (H2A). This status confers on us, under certain conditions, the ability to certify sustainability reports, in the same way as the Commissaires aux Comptes (CAC). This includes the extra-financial analysis of audit reports in accordance with CSRD requirements.

06. LEGAL WATCH: CLIMATE LITIGATION



The Alerion Climate Litigation Observatory monitors dozens of climate-related litigation cases in France and around the world, analysing the reasons behind them and drawing conclusions.

These lessons are presented periodically in a newsletter.



Our lawyers dedicated to climate litigation



CONCLUSION

Working together to promote the principles of environmental and social sustainability



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