



Sustainability Charter of CMS Germany

What we do today can improve every tomorrow

Climate change, increasing social challenges and digitalisation are just some of the pressing tasks we all face. It is up to all of us to make a change to ensure a future worth living.

We assume responsibility

As a law firm and as individuals at CMS Germany, we want to take on our share of responsibility and help shape the future - especially since this not only makes sense for humanity, but also economically.

The CMS Sustainability Charter is an important step in the right direction. It was set up by way of a participatory process.

The Charter outlines the contribution we want to make to a healthy environment, a social society and a sustainable economy. We will achieve this by running our business responsibly and by supporting our clients with sound legal advice on, e.g. the transformation to sustainable business models.

Corporate responsibility has always been valued at CMS

In view of our role within the legal system, we are particularly committed to supporting legal participation and fair business practices. We attach utmost importance to long-term relationships with our clients that are based on trust. We see ourselves as reliable partners focusing more on responsible and legally compliant solutions than on short-term profit. Therefore, it has always been our firm's mission to base our economic activity on the applicable laws, our professional duties as lawyers and high ethical standards.



It is the people at CMS that make us stand out. Our success is only possible as a result of a continuous dialogue and self-critical reflection on our daily work. From our perspective, however, sustainability also means working to shape a fair future. We have already launched numerous projects. In other areas we want to become even better.

Our contribution to a social society

We are committed to creating a positive, inspiring and healthy working environment for all our employees. A culture based on openness, tolerance, respect and loyalty, with diverse and committed staff, is at the core of our firm. In addition, we promote people and organisations that make an effort towards shaping an inclusive and sustainable society.

We aim to achieve these goals with the following measures:

- Continuously revising and amending policies and practices regarding: new hires, training, development opportunities and working time arrangements to unleash the potential of CMS's employees.
- Implementing the German [Charta der Vielfalt](#) and the [CMS Diversity and Inclusion Charter](#) by all employees.
- Supporting the [CMS Foundation](#), which promotes "Access to justice. For all."
- Expanding the CMSengage! pro bono programme to embrace the opportunity to put our expertise at the service of society.
- Supporting non-profit organisations and initiatives committed to diversity and social mobility, such as [nushu](#), [PROUT AT WORK](#) and [Joblinge](#).



Our contribution to a healthy environment

We are committed to gradually reducing CMS's carbon footprint. It is our aim to become climate-neutral by 2030, based on the political framework. We are determined to consume less energy, water, paper, and plastic. Our intention is for that which continues to be required to be taken from environmentally friendly sources and resource-saving production, as far as possible.

We aim to achieve these goals with the following measures:

- Revising our travel policy with the aim of reducing the number of business trips and using more environmentally friendly means of transport overall.
- Reviewing our office buildings with regard to improvement potential for more sustainability and subsequent certification (e.g. [DGNB](#)). Expanding the charging infrastructure in the firm's parking facilities.
- Increasing the use of digital files to reduce paper consumption.
- Surveying our carbon footprint every two years and deciding on further steps to reduce and compensate for unavoidable emissions.

Our contribution to a sustainable economy

For us, sustainable business means ensuring the future viability of our law firm by being economically successful while acting in a socially responsible and environmentally sound manner.

We aim to achieve this goal with the following measures:

- Complying with all laws, regulations and rules that apply to us, continually reviewing, developing and applying the highest professional and ethical standards.
- Assessing discretionary leeway in interpreting legal norms in such a way that all clients, opposing parties and third parties are treated in an ethically responsible manner.



- Using our expertise to anticipate legal implications in the area of sustainability at an early stage, to build knowledge and therefore to be able to offer excellent legal advice on all sustainability issues.
- Enforcing our [Supplier Code of Conduct](#) to ensure fair working conditions and ecological compatibility among our service providers and suppliers.
- Developing internal purchasing guidelines that ensure, through binding sustainability criteria and established quality seals, that purchased products have been manufactured in an ecologically sound and socially just manner.

Joint implementation of the measures

Starting in 2022, we will provide a data-based report on our progress towards all the above goals every two years and focus our activities on continuously becoming more sustainable. The Corporate Responsibility Team (CR Team) is responsible for sustainability management throughout the organisation and develops the sustainability strategy together with the CR Board.



Ultimately, it is neither structures, processes nor guidelines that are crucial for success or failure on the path to greater sustainability, but the people at CMS who bring this Charter to life by acting in a socially responsible, environmentally friendly and economically sustainable manner.

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