

CSR Approach at LLR

2025



INNOVINCIA

CONTENTS

Moving forward together, differently

03

An internally driven CSR approach

04

Recognised commitments

04

For our clients: transparency and ethics

05

For our teams: balance and commitment

07

Concrete commitments for the environment

08

With our service providers: a local and inclusive economy

09

Our internal policies

10

The background of the page features a silhouette of two people climbing a mountain. One person is on the left, reaching up towards the other person who is on the right, higher up the mountain. The scene is set against a sunset sky with warm orange and yellow tones at the bottom, transitioning into a dark blue sky at the top. A large, semi-transparent white rectangle is positioned in the center, containing the main text.

“Moving forward together, differently.”

At LLR, we believe that **being innovative, people-focused, and socially responsible goes hand in hand with building a better future.**

For several years, we have been shaping a bold and meaningful CSR strategy that reflects our people, our clients, and our environment.

This guide highlights the commitments and values that drive us.

A CSR APPROACH DRIVEN FROM WITHIN

An engaged team

Our CSR commitment is driven by a dedicated team, led by one of our co-managers. Each year, our “CSR coffee” brings together volunteers from across the firm to explore new ways to improve our practices.

RECOGNISED COMMITMENTS

■ EcoVadis assessment: rigorous monitoring of our progress



Since 2019, we have had our commitments assessed by **EcoVadis**. In 2025, we achieved a score of 61/100, an improvement of 17% compared to the previous year, maintaining our bronze medal and placing us among the top 35% of companies rated on the platform. This assessment highlights our commitments to human rights (70/100), ethical practices (60/100) and the environment (50/100).

■ UN Global Compact



Since 2024, we have integrated the 10 principles of the **United Nations Global Compact** into our strategies and operations, and we are committed to upholding human rights and international labour standards, protecting the environment, and fighting corruption in all its forms.

■ HappyAtWork label: a recognised working environment

Our first participation in the HappyAtWork survey with ChooseMyCompany led to the award of this label in 2025, reflecting the quality of life experienced by our teams at LLR. A valuable recognition that encourages us to keep improving.

FOR OUR CLIENTS: TRANSPARENCY AND ETHICS



A human and transparent approach

At LLR, we prioritise **long-term, trust-based relationships** built on active listening and transparency. Our teams are trained to provide **tailored advice, without unnecessary commercial pressure**. Clear and open communication about our fees is an integral part of this approach.

A rigorous code of ethics

As Industrial Property Attorneys, we are bound by strict ethical rules **set out in the French Intellectual Property Code and the Internal Regulations of the National Company of Industrial Property Attorneys**.

Independence, avoidance of conflicts of interest, professional secrecy and confidentiality are the foundations of **our ethical commitment**.



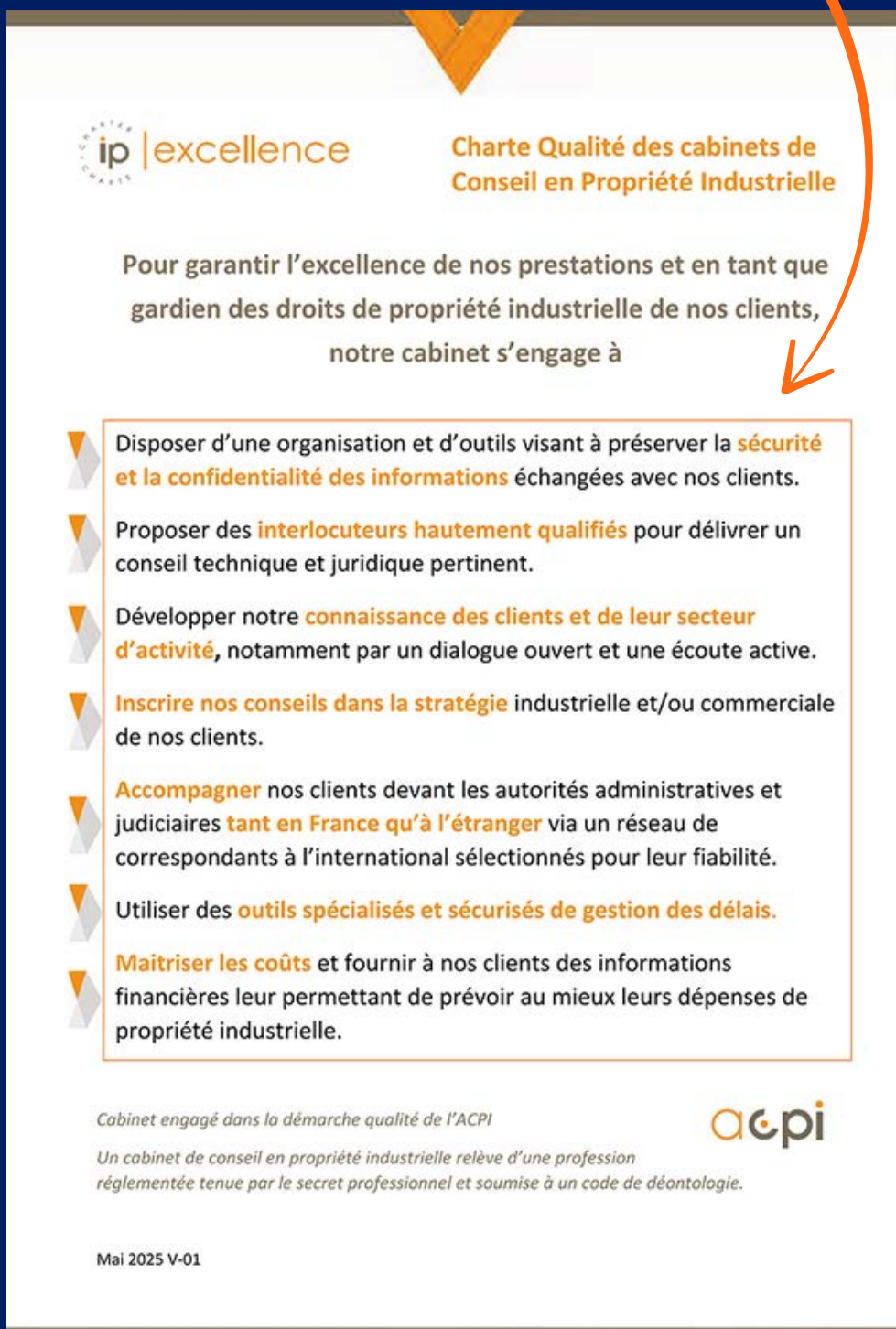
CpiL
cn
CONSEILS
EN PROPRIÉTÉ
INDUSTRIELLE

FOR OUR CLIENTS: TRANSPARENCY AND ETHICS

A quality that makes a difference

As signatories of the IP Excellence Charter developed by the Association of Industrial Property Attorneys (ACPI), **we are committed to maintaining high standards of transparency and ethics in our practice.**

Discover all our commitments on the poster.



The poster features the 'ip | excellence' logo on the left and the title 'Charte Qualité des cabinets de Conseil en Propriété Industrielle' on the right. Below the title, a paragraph states the commitment to excellence and client rights. A list of eight commitments follows, each preceded by a small orange triangle icon. At the bottom, there is a note about the ACPI association and its role, followed by the ACPI logo. The footer includes the date 'Mai 2025 V-01'.

ip | excellence Charte Qualité des cabinets de
Conseil en Propriété Industrielle

Pour garantir l'excellence de nos prestations et en tant que
gardien des droits de propriété industrielle de nos clients,
notre cabinet s'engage à

- Disposer d'une organisation et d'outils visant à préserver la **sécurité et la confidentialité des informations** échangées avec nos clients.
- Proposer des **interlocuteurs hautement qualifiés** pour délivrer un conseil technique et juridique pertinent.
- Développer notre **connaissance des clients et de leur secteur d'activité**, notamment par un dialogue ouvert et une écoute active.
- Inscrire nos conseils dans la stratégie** industrielle et/ou commerciale de nos clients.
- Accompagner** nos clients devant les autorités administratives et judiciaires **tant en France qu'à l'étranger** via un réseau de correspondants à l'international sélectionnés pour leur fiabilité.
- Utiliser des **outils spécialisés et sécurisés de gestion des délais**.
- Maîtriser les coûts** et fournir à nos clients des informations financières leur permettant de prévoir au mieux leurs dépenses de propriété industrielle.

Cabinet engagé dans la démarche qualité de l'ACPI

Un cabinet de conseil en propriété industrielle relève d'une profession réglementée tenue par le secret professionnel et soumise à un code de déontologie.

acpi

Mai 2025 V-01

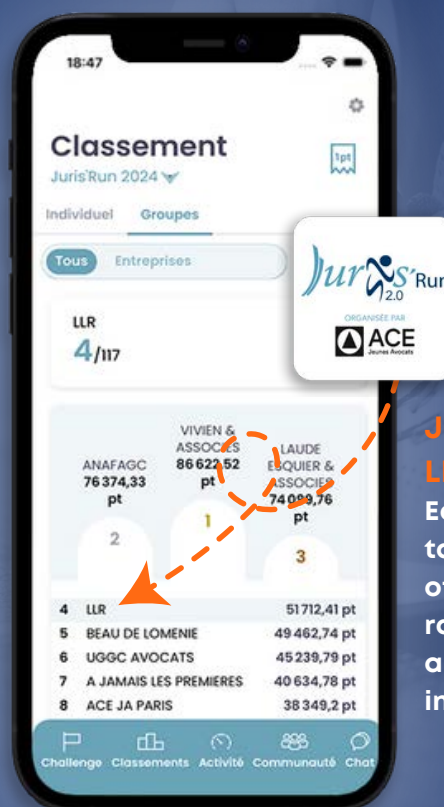


FOR OUR TEAMS: BALANCE AND COMMITMENT

Remote work and social connection

Remote work has been part of our organisation for many years in our organisation. Our employees work remotely on average, our employees work remotely 70% of the time, a hybrid model that meets their expectations.

Aware of the challenges of remote work, we implement **initiatives to maintain cohesion and prevent isolation**: internal challenges, online or local events, such as internal challenges, online or in-person events like the Juris'Run, and personalised follow-up by team leaders.



Juris'Run Digital: LLR on board!

Each year, our teams take on the challenge of this connected race together, alongside other firms in the legal sector.

Quality of life at work

We place great importance on supporting the work-life balance of our employees. To ensure optimal working conditions, we organise an **annual review** for managers to assess their workload and working conditions. The **Social and Economic Committee (CSE)** plays an active role in fostering **dialogue and improving wellbeing**. The HappyAtWork label further reinforces this commitment.

CONCRETE COMMITMENTS FOR THE ENVIRONMENT



PIONEERS IN PAPERLESS

Since its creation in 2000, **LLR has chosen to go digital**. Today, paper is used only sparingly and with careful consideration.



LESS WASTE, MORE RECYCLING

Refurbished equipment, waste sorting, and a partnership with WeeeDoIT for ink cartridges and end-of-life IT equipment **are part of our concrete actions to support the circular economy**.



REDUCING TRAVEL

The almost exclusive use of **videoconferencing significantly reduces our carbon footprint**. When travel is necessary, we have put in place rules to promote more sustainable journeys and **actively support the use of low-impact mobility options**.



DIGITAL SOBRIETY

Fewer emails, more internal tools. We **raise awareness** among our employees about responsible digital practices, such as limiting attachments, switching off devices, and using bookmarks.

WITH OUR PROVIDERS: A LOCAL AND SOLIDARITY-BASED ECONOMY



Responsible purchasing

We prioritise partners committed to a CSR approach, favouring companies that **embrace responsible practices** whenever possible.

Sustainable relationships

We work with French SMEs – translators, IT specialists, designers – to foster **local partnerships** while promoting fair and responsible working conditions. Our relationships are built on **trust and quality**.



OUR INTERNAL DOCUMENTS



Ethics Charter and General Code of Conduct

Since 2024, an **Ethics Charter has been implemented, defining the principles that guide the actions and decisions of LLR.** This Charter represents a formal commitment to integrity, transparency, and social responsibility.

Also introduced in 2024, LLR's **General Code of Conduct sets out the professional** standards expected of all employees in the performance of their duties.



CSR Guide

Our commitment is based on an evolving and continuously improving approach, supported by all our teams. Published since 2023, the CSR Guide **brings together our internal recommendations.**

Beyond existing initiatives, **we foster a culture of dialogue and internal innovation,** encouraging the emergence of ever more responsible solutions adapted to the challenges of our profession.





Contact us
+33 1 44 77 80 00
info@llrip.fr
www.llrip.com