



Sustainability Progress Report

2022

Sustainable
Development Goals
and Targets

Leadership Message

In February 2022, Ukraine faced the greatest violation of international law.

The Russian Federation attacked Ukraine, brutally destroying Ukrainian cities (Mariupol, Bucha, Kharkiv, Sumy, Chernihiv, Kherson, etc.), destroying houses, factories, energy systems, cultural monuments, schools, hospitals and gravely violating international humanitarian law. Millions of people have already been affected, including children.

The whole world joined forces to stop the aggressive actions.

Our EVERLEGAL team is no exception.

The war altered our plans and priorities, but it did not stop us from supporting Ukraine and contributing to the UN Sustainable Development Goals.

In February 2023, we are proud to present our second sustainability report. It covers our support, approach, achievements, and future priority commitments, aligned with where we feel EVERLEGAL can make the most significant contribution to Ukrainian freedom and the UN Sustainable Development Goals (SDGs).

A year in review

2022 has been a very difficult year for our country. Despite this, as a firm, as a strong Ukrainian team, we joined forces and took significant steps in the sustainability direction by supporting and standing with Ukrainian people.

We continued our active contribution to the UN SDGs within our Sustainability direction, focusing on three main Goals (3, 16, 17). We contributed to them through our own initiatives as well as partnerships with other organisations, including:

- We launched a Telegram channel and a Hotline with prompt legal support for Ukrainians affected by the war.
- We established a HELP DESK: Ukraine, providing pro bono advice to Ukrainian and international businesses in Ukraine regarding the adverse consequences of the war in Ukraine.

- We also established a HELP DESK: Poland in partnership with a Polish law firm, providing our support to Ukrainians abroad.
- We worked with our clients on notable projects contributing to SDGs such as:

- Large-scale solar & wind energy projects in Ukraine;
- One of few first projects aimed to improve electric car infrastructure in Ukraine;
- A one-of-a-kind legal and technological project aimed at assisting millions of Ukrainians worldwide;
- One of few first projects in Ukraine aimed to provide housing for those who have lost it;
- A unique real estate project in Ukraine aimed at creation of one of the largest innovation centers, which will combine specialised infrastructure with an innovative ecosystem for IT and technology companies in Central and Eastern Europe.

- We supported over 20 NGOs focused on sustainable development within our Pro Bono legal support program.
- In March 2022, we launched a Charitable Fund "We are From Ukraine" providing humanitarian support to internally displaced people of Ukraine, especially those who came from the most damaged territories of Ukraine and experienced the most tragic events in Ukraine.
- We became a partner of the Danish Refugee Council, working on a large-scale legal project aimed at helping millions of Ukrainians around the world.
- Our team became a legal partner of the "Sustainability Recovery Facility" project of the Association of Sustainable Development Experts with the goal of preserving business work in Ukraine and assisting in the development of the country's economy based on sustainable development principles.

A lot of work has already been done, but even more work lies ahead of us.

We intend to increase our efforts to support Ukraine, help Ukrainians affected by the war, and directly contribute to Ukrainian freedom and Sustainable Development Goal No.16: Peace, Justice and Strong Institutions.

I am impressed by how many other companies and organisations around the world share the same values and stand with Ukraine. That is why I am convinced that by combining our efforts, we can create a better common future. **United we stand!**

From all of us at EVERLEGAL we want to thank everyone for standing with Ukrainian people! We are on the path to freedom and victory!

YEVHENIY DEYNEKO
MANAGING PARTNER



Yevheniy Deyneko
Managing Partner

In this report

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- About us | Mission & Vision
- Key points
- Our values

Part 2: Our approach to sustainability in 2022

- New challenges and changes
- Priority goals

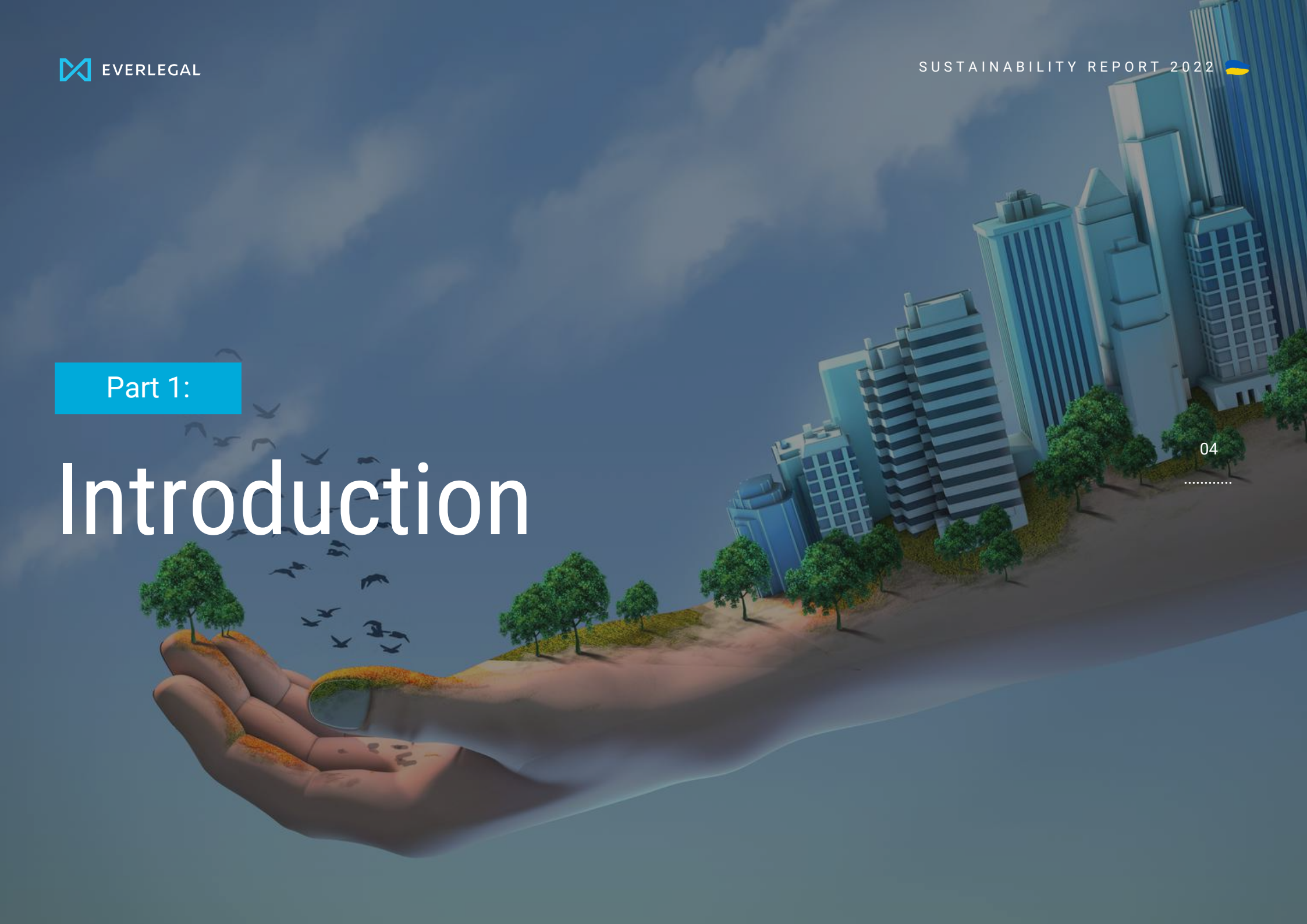
Part 3: Reporting on Sustainability

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Part 1:

Introduction



WHO WE ARE

- 📌 An independent sector-focused **TOP-10 Ukrainian law firm**.
- 📌 A synergistic **combination of professionals** from world-class international and Ukrainian law firms.
- 📌 **A business law firm** with key practice areas in Corporate/M&A, Banking & Finance, International Arbitration, Antitrust & Competition, Dispute Resolution, Criminal Defence, IP, Sustainability, Employment and Commercial matters.
- 📌 **The first "sustainable impact" law firm in Ukraine.**

MISSION

We aspire to be your legal business partner in the most demanding projects to enable you to create and grow sustainable businesses and ecosystems for the better future.

VISION

We help you get your jobs done by providing business-savvy and pragmatic legal advice through engaging top legal talent, focusing on and understanding your business and using innovative ways of servicing our clients.

Key points



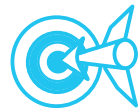
Over 60 employees



50/50% gender ratio of the team



Full-range of services covering 11 Practices



Sector-focused approach



Multi-jurisdictional capabilities



Synergy of transactional and dispute resolution lawyers



First Sustainable impact law firm in Ukraine



“Law Firm of the Year 2021 in the field of Sustainability” in Ukraine



High ethical standards in everyday operations
["EVERLEGAL Code of Ethics"](#)

Our values



Team players

- We build strong and healthy teams
- We trust each other
- We have a common goal which unites the team in effective work to achieve a maximum result for the clients



Open & supportive people

- We value mutual support, help and understanding
- We promote a culture of trust and respect with each other and our clients



Proactivity, ambition & interest

- We are passionate about our work and ambitious
- We reward employees who demonstrate exceptional performance and contribute to the company's success
- We promote a culture of learning and intellectual curiosity



Clients' happiness

- We create a WOW client experience
- We act above client's expectations
- We want to keep clients coming back to us



Responsibility & deadlines

- We always ensure our 100% availability during business hours and upon agreement are ready to meet client's needs outside the business hours should such necessity occur for continuity of business



Transparency, equality & diversity

- We are open to people regardless of their gender, race, ethnicity, religion, sexual orientation, or any other characteristic
- We encourage open communication and feedback from employees about their experiences in the firm
- We give equal opportunities for career growth for all employees



Life & work balance

- We have a hybrid working environment allowing our employees to combine work from home with the office
- We help employees balance work and family responsibilities via paid leave and flexible work arrangements

Part 2:

Our approach to sustainability in 2022

The war altered our plans and priorities, but it did not stop us from supporting Ukraine and contributing to the UN Sustainable Development Goals.

We kept contributing to the UN SDGs in 2022

In 2022 we continued our active contribution to the UN SDGs within our Sustainability direction, focusing on three main Goals (3, 16, 17). We contributed to them through our own initiatives as well as partnerships with other organisations.



Good health & well-being



Peace, Justice & Strong Institutions



Partnerships for the Goals

Our sector activities



We appreciate the importance of focusing on sustainable development and understand the significance of joining our efforts with others. We **connect with global organisations and projects** to support sustainable development and create our own initiatives.



Our company sorts and recycles waste, uses energy-efficient lamps, plants trees and reduces the amount of paper we use. EVERLEGAL has created EVERLEGAL BIKE PARK for our employees, promoting eco-friendly transport and a healthy lifestyle.



We are focused on improving the **regulatory environment** in the sustainable development sector. Our team is involved in preparing draft laws related to sustainable development. Among the latest experience, our team was involved in developing a draft law on promoting transparency in the extractive industries in Ukraine and a draft law on banning plastic packaging.



We have a **Pro Bono program** to support organizations /companies /initiatives in the sustainable development sector, in which EVERLEGAL will allocate 1,000 hours a year for legal support of such projects.

Our commitments

Our team is making headway towards the objectives outlined in our commitments.



Our expertise in the Sustainability sector

Discover more 



As our clients' businesses, industries, and the world around them are constantly changing, they need a legal partner to help them think ahead. EVERLEGAL strives to create a healthy, equitable, and sustainable future for our people, clients, and the planet.

We empower our clients to achieve great things now and in the future by providing innovative services and ideas. We are committed to fresh thinking and believe in the importance of resolving global issues. We are not afraid to bring new ideas to the table beyond the traditional realm of legal services.



Our team provides legal support to companies and organisations in the sustainable development sector on transactional, corporate, regulatory and commercial matters, employment issues, as well as financing and further development of the client's project.



We use a comprehensive approach when working with clients and have extensive experience working with many foreign jurisdictions, international law firms, and consultants.

Part 3:

Reporting on Sustainability



Sustainable Development Goals

17 Goals to Transform Our World

The Sustainable Development Goals are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities while tackling climate change and environmental protection.

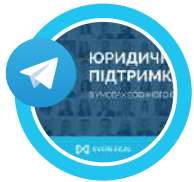
More than ever, the goals provide a critical framework for protecting people and the environment during times of war.

Every year, we at EVERLEGAL focus on several goals, aligned with where we feel EVERLEGAL can make the most valuable contribution to the achievement of the UN SDGs in order to create a comfortable environment for our society's existence and development today and for future generations.



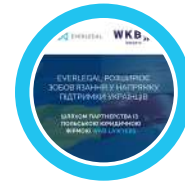
#1-4 PROJECTS:

Legal support to Ukrainians



Telegram channel and HOTLINE

In March 2022, we launched a Telegram channel and HOTLINE with prompt legal support for Ukrainian citizens and foreigners affected by the adverse consequences of hostilities in Ukraine. Every day we prepare up-to-date legislative reviews and helpful news. Besides, in a Telegram channel, we receive numerous consultation requests that our team processes promptly.



HELP DESK: Poland

The third direction of our support to Ukrainians is HELP DESK: Poland. In partnership with Polish law firm WKB lawyers, we launched a help desk for Ukrainians in Poland. Within this help desk, our team prepares newsletters with answers to the most relevant questions for Ukrainians abroad. Our Polish colleagues post this information on their resources and share it with organisations in Poland so that Ukrainians have regular access to this information.



HELP DESK: Ukraine

In March 2022 EVERLEGAL also launched a Pro Bono Business Legal Support Program to help businesses in Ukraine with legal challenges due to the military aggression by the Russian Federation on the territory of Ukraine.



EVERLEGAL LIVE

We prepare and post short videos in a Q&A format on the EVERLEGAL Tiktok channel, which has nearly 130 000 Ukrainian followers, answering the most important and pressing questions for Ukrainians during martial law. In such a simple and modern way, people have constant access to free information on legal issues arising out of the current situation in Ukraine.

#1-4 PROJECTS:

Legal support to Ukrainians



On February 24, 2022, Ukraine faced the greatest violation of international law - military aggression by the Russian Federation.

Ukrainians demonstrated incredible resilience and courage in the face of this new reality. We have united, doing everything we can every day to help Ukrainians affected by Russian aggression and to bring Ukrainian liberty closer.

Our EVERLEGAL team is no exception. We keep in touch every day, we have joined forces and continued working and supporting our people, clients and Ukrainian citizens.

The results of our projects for 2022:

>2000

legal advice to Ukrainian citizens & businesses on the most important issues during martial law

>500

legal materials with answers to pressing questions during martial law

>500 000

the general audience to whom our legal assistance has been extended

Together: (Tik Tok channel, Telegram channel, help desk Ukraine, help desk Poland)

These projects are extremely important for our team since they help Ukrainians affected by Russian aggression and directly contribute to Ukrainian liberty and **SDG No. 16: Peace, Justice, and Strong Institutions**.

#5 PROJECT: Charity fund "Good evening, we are from Ukraine"



In March 2022 EVERLEGAL together with another Ukrainian law firm launched a Charitable Fund “Good evening. We are From Ukraine” to unite the compassionate legal community and businesses in Ukraine, in order to raise funds to support internally displaced people of Ukraine.

The mission of this fund:

Humanitarian support of internally displaced people of Ukraine, especially those who came from the most damaged territories of Ukraine and experienced the most tragic events in Ukraine (i.e., Mariupol, Kharkiv, Sumy, Irpin, Bucha, Hostomel, Donbas etc).

What we have done so far

During this year, to support Ukrainian citizens and defenders, our Charitable Fund:

- implemented more than **20 projects**; and
- donated more than **UAH 24,000,000** via the partnership with Ukrainian and international companies and organisations.

[Discover more](#) 



WWW.WAFU.FUND

#6 PROJECT:

EL & CO-HATY



The full-scale Russian invasion of Ukraine forced around 12 million Ukrainians to leave their homes. Of those, 6.5 million people moved to the Western part of the country. The scarcity of housing opportunities became an urgent challenge and called to action.

In March 2022 the CO-HATY project was launched to create housing for internally displaced people (IDPs) of Ukraine. The project was initiated by METALAB, an urban laboratory from Ivano-Frankivsk.

Our commitment

EVERLEGAL became a legal partner of the “CO-HATY” project in August 2022.

Our commitment is to support the project at all stages of its development, protect the interests of METALAB, explain its value in legal terms, and protect against future risks, thereby defending the interests of IDPs.

What we have done so far

In 2022 we devoted more than 50 hours of our lawyers' time to support the organisation and to contribute to **Goal 11. Sustainable cities and communities & Goal 17. Partnerships for the Goals.**

EVERLEGAL Sustainability team provided support to the organisation on different legal matters, particularly:

- *legal analysis of NGO collaboration with Ukrainian regional state bodies;*
- *legal assistance in the development and establishment of cooperation among the state administrations (local self-government bodies), NGOs, and users of communal facilities;*
- *providing advice on the structure of NGO projects to provide housing for IDPs;*
- *consultation on intellectual property protection of design object.*

#7 PROJECT: EL & Ukrainian Patriot



Ukrainian Patriot is a non-profitable organisation specifically tailored to help Ukraine and Ukrainians during the full-scale war.

Our commitment

Even during active armed conflict, EVERLEGAL committed to providing legal assistance to Ukrainian Patriot at all stages of its development and to protecting the NGO's interests.

What we have done so far

In 2022 we devoted more than 40 hours of our lawyers' time to support the organisation and to contribute to **Goal 16. Peace, Justice & Strong Institutions.**

EVERLEGAL provided legal assistance to Ukrainian Patriot regarding their incorporation, related corporate, employment and commercial matters, as well as other questions of their day-to-day volunteer and charitable activity, including formalisation of ownership to vehicles for the purposes of delivery of humanitarian help, obtaining permissions to provide volunteer services during curfew, etc

#8 PROJECT:

EL & LifeLine Ukraine



Lifeline Ukraine is a 24-hour, 7-day-a-week national, professional suicide prevention and mental health support hotline. Since 2014, Ukraine has been losing far too many veterans to suicide, and this issue had to be addressed. Initially, Lifeline Ukraine was founded to help veterans and their families, but now the hotline serves all Ukrainians in any language they choose.

Lifeline Ukraine was founded by Paul Niland, an Irish writer, commentator, and businessman who has been living in Ukraine for nearly two decades. The project was launched in 2019 at the request of Dr. Ulana Suprun, the then-Acting Minister of Health. The Ministry of Veterans' Affairs, the Ministry of Social Policy, and the Ministry of Defence all support the project.

EVERLEGAL has been providing Pro Bono legal support to Lifeline Ukraine for 3 years now.

The results of our work for 2022:

In 2022 we devoted more than 90 hours of our lawyers' time to support the organisation and to contribute to **Goal 3. Good Health & Well-Being.**

Our team assists the organisation with a wide range of issues, from legal advice at the start-up stage to advice on various employment and tax issues, documenting relations with donors and volunteers, etc.

#9 PROJECT:

EL & Pro Bono Club Ukraine



PBCU is a non-profit organisation that works on societal development by bringing in business experts to assist non-profit organisations in transforming their initiative and enthusiasm into actionable steps and efficiency.

Our commitment

We commit to share our experience, and convey our messages and initiatives to businesses and the public sector in Ukraine for creating a better society, strengthen trust between people and develop a culture of mutual support.

The results of our work for 2022:

EVERLEGAL, in collaboration with Pro Bono Club Ukraine, hosted a Live Talk "Legal Challenges for the Public Sector During Martial Law".

Our team provided legal assistance to more than 40 public organisations that assist Ukrainians today and contributed to **Goal 16. Peace, Justice & Strong Institutions & Goal 17. Partnerships for the Goals.**

#10 PROJECT:

EL & Danish Refugee Council



In September 2022 the Ukrainian law firm EVERLEGAL and the Danish Refugee Council (DRC) started cooperation to implement the project aimed at helping millions of Ukrainians around the world.

Briefly about the project:

DRC is developing a unique legal online platform (Cross-Border Legal Aid Platform) that will be available to Ukrainians wherever they are.

The platform will include:

- legal support of Ukrainians in various jurisdictions;
- convenient formats for obtaining the necessary information in the relevant country;
- quick and open access to information for every Ukrainian;
- modern online consulting systems.

Our work

EVERLEGAL helps DRC implement this large-scale project by engaging top legal talents, focusing on inquiring into and understanding the legal needs of Ukrainians in this challenging time.

The platform is scheduled to go live in the spring of 2023.

Legal support for this project is very important for EVERLEGAL Sustainability direction, as the implementation of this project is another step towards supporting Ukraine and achieving the UN Sustainable Development Goals, namely:

- **Goal 16. Peace, Justice, and Strong Institutions**
- **Goal 17. Partnerships for the Goals**



Cross-Border Legal Aid Platform



#11 PROJECT:

EL & Sustainability, Recovery, Facility



In 2022 EVERLEGAL team officially joined the Sustainability Recovery Facility (SRF), a project of the Association of Sustainable Development Experts aimed at preserving business work in Ukraine and developing the country's economy based on sustainable development principles.

Briefly about the project:

The Sustainability Recovery Facility will be the beginning of a partnership platform for businesses, investors and experts to build capacity, consult and implement specific plans in the economic, social and environmental areas, which are the foundations of sustainable development.

The goal of this project is to restore and develop business during the war and the postwar period. Forming an internationally oriented sustainable business system in Ukraine, as our current new conditions are an extremely difficult challenge.

Our commitment

*"We aim at stepping up our efforts to support Ukraine, including Ukrainian business. ASDE and EVERLEGAL share the same high values. We are joining ASDE "SRF" Project as a legal partner to work together, help businesses in Ukraine with legal challenges due to the war, and directly contribute to Ukrainian liberty and Sustainable Development Goals **No. 16: Peace, Justice and Strong Institutions** & **No.8 Decent Work and Economic Growth**".*

Yevheniy Deyneko, Managing Partner at EVERLEGAL

Part 4:

Further information

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WITH EVERY NEW PROJECT AND INITIATIVE, WE STRIVE TO **CONTRIBUTE TO SUSTAINABLE DEVELOPMENT** EVEN MORE!

We welcome your views about our efforts to be a more sustainable company.

YOU CAN CONTACT US AT:

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For more recent updates on our Sustainability initiatives please visit everlegal.ua or our social media accounts on LinkedIn and Facebook

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