



Sustainability Progress Report

2021

Sustainable
Development Goals
and Targets

We're delighted to share with you the first EVERLEGAL's sustainability report for 2021!

This report contains an important message to our clients and business partners about our effort to make EVERLEGAL a responsible business in Ukraine.

If you want to know more about our *Sustainability* journey, this report is for you.

You are welcome to share your feedback with us.

Please email us at:

hello@everlegal.ua

Leadership Message

At EVERLEGAL we believe in big ideas. We also believe in collaborations for creating a better future for our clients, business partners, peer law firms, and our communities. To this end, we created at our firm what we call a Sustainability direction as our way and commitment of helping achieve global sustainability goals acting locally. The new direction also allows us to openly declare what our values are and actively reach out to like-minded businesses for cooperation.

At the end of 2021, we are pleased to present our first sustainability report. It includes our approach, achievements, and future priority commitments, aligned with where we feel EVERLEGAL can make the most outstanding contribution to the achievement of the UN Sustainable Development Goals (SDGs).

A year in review

2021 has been a challenging year, mainly because of the Covid-19 pandemic-related restrictions and the need to adapt and support our people, clients, and suppliers. Despite this, as a business, we took some significant steps in the Sustainability direction:

- We were the first Ukrainian law firm to launch the Sustainability direction and a legal support program for sustainability initiatives
- We established a Covid-19 advice desk to support our people and clients in their response to the pandemic
- We worked with our clients on notable projects contributing to SDGs
- We contributed to the regulatory environment to foster sustainable development in Ukraine
- We supported over 10 organisations focused on sustainable development within our Pro Bono legal support program
- We committed to reducing our electricity use, our paper & plastic consumption, and our carbon footprint by 2025
- We joined the Association of Sustainable Development Experts to support the association in achieving its goals of creating a sustainable environment, as well as helping the communities to develop a clear understanding of sustainability, understand risks and see opportunities for the future
- We became a partner in a project facilitating inclusive cinema in Ukraine and providing accessible video content for people with hearing and visual impairments

A lot of work has already been done, but even more work remains ahead of us, given that sustainable development is a part of our strategy.

I am delighted to see how many other companies share our sustainable development values. I am convinced that by combining our efforts, we can create a sustainable future for everyone!

YEVHENIY DEYNEKO
MANAGING PARTNER

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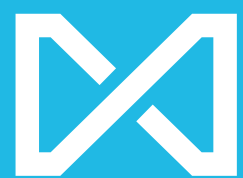
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Part 1:

Introduction

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EVERLEGAL

Who we are

EVERLEGAL is an independent sector-focused Ukrainian law firm. Our firm, established in 2015, today unites 60 lawyers and occupies a place among **TOP-10 law firms in Ukraine**.

Our mission is to be a legal business partner for our clients in the most demanding projects to enable them to create and grow sustainable businesses and ecosystems for a better future.

We achieve this by providing business-savvy and pragmatic legal advice through engaging top legal talent, focusing on and understanding client's business, and using innovative ways of servicing our clients.



Key points

- 1

Over 60 employees
- 2

50/50% gender ratio of the team
- 3

Full-range of services covering 11 Practices
- 4

Sector-focused approach
- 5

Multi-jurisdictional capabilities
- 6

A synergy of transactional and dispute resolution teams
- 7

First Ukrainian law firm that launched Sustainability direction
- 8

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

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 are open with each other and our clients



Proactivity, ambition & interest

- We strive to be involved, active and positive
- We are passionate about our work and ambitious



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 have an open-door policy
- We are open to people of different age/gender/race etc
- We encourage diversity



Life & work balance

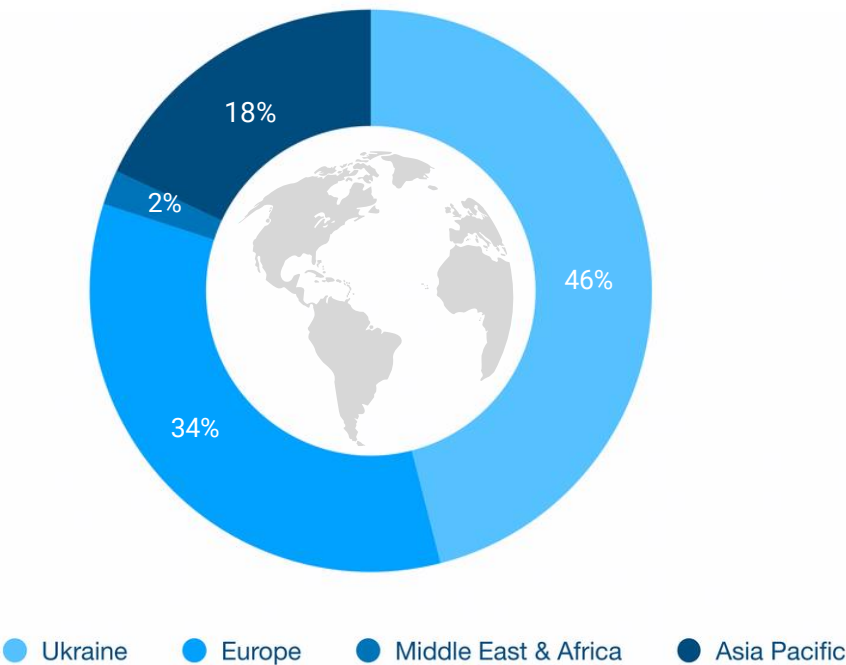
- We play intellectual games
- We engage in extracurricular activities
- We do sports etc.

Part 2:

Our clients

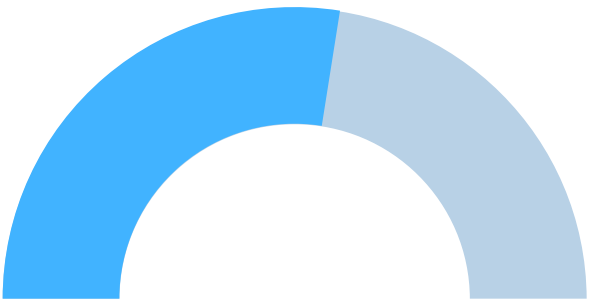
Our clients at a glance

We aspire to be a legal business partner for our clients in the most demanding projects to enable them to create and grow sustainable businesses and ecosystems for the better future.



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.



55% of our clients - Sustainable Responsible Businesses

Notable projects

Here are a few examples of projects in which we were able to support our clients' sustainability initiatives.



We advised UDPR, a Ukrainian developer of renewable energy projects, on its development and construction of 6 solar power plants with a total capacity of 92,5 MW in Ukraine. The operation of these solar stations will reduce CO2 emissions by up to 112,000 tonnes per year.

Legal support of this project is another step towards achieving the UN SDGs, namely: **Goal 13. Climate action. Reduction of CO2 emissions into the atmosphere, Goal 7. Ensure access to affordable, reliable, sustainable, and modern energy.**



We advise Go to-U Network, to create a nationwide network of chargers for electric cars. It is one of the first projects aimed at improving the infrastructure for electric vehicles in Ukraine, where electric vehicles' popularity is growing. Legal support of this project is a large-scale step towards achieving the UN SDGs, namely: **Goal 7. Ensure access to affordable, reliable, sustainable, and modern energy, Goal 11. Make cities inclusive, safe, resilient, and sustainable.**



EVERLEGAL acted as a legal partner of Novopecherska School in relation to a loan agreement with the Black Sea Trade and Development Bank for the amount of up to 10 million euros for the construction of a school in *UNIT.City*, the first Ukrainian innovation park.

This agreement will allow the school to increase the number of students from 500 to 1,200 and provide them with all modern study conditions. This is another step towards achieving the UN SDGs, in particular, **Goal 4 - Quality Education.**



Notable projects

More examples of projects in which we were able to support our clients' sustainability initiatives.



3 years ago, public organisation ReThink launched a number of initiatives related to restricting the use of plastic bags in Ukraine, as well as working on a draft law aimed at achieving this goal. EVERLEGAL joined the work on the draft law and provided legal support to ReThink in connection with this initiative. Our team advised ReThink on compliance with Ukrainian legislation with EU environmental standards, possible liability mechanisms and assisted with the drafting of the law to limit the use of plastic bags in Ukraine. On June 1, 2021, the Ukrainian Parliament passed a law that almost completely banned the distribution of certain types of plastic bags in Ukraine. Such changes in Ukraine will contribute to the achievement of **Goal 12 - Responsible consumption and production, and Goal 13 - Climate action.**



EVERLEGAL acts as a legal partner and advisor to DELFAST, an electric bikes manufacturer & a Guinness World Record holder, in connection with its business in Ukraine and provides legal support for the development of a distribution network in the United States and Canada. Legal support of this project is another step towards achieving the UN SDGs, namely: **Goal 13. Climate action. Reduction of CO2 emissions into the atmosphere.**



EVERLEGAL advised Hero Future Energies on the construction and development of three solar power plants with a total capacity of 52 MW in the Dnipropetrovsk region of Ukraine. Legal support of this project is another step towards achieving the UN SDGs, namely: **Goal 13. Climate action. Reduction of CO2 emissions into the atmosphere, Goal 7. Ensure access to affordable, reliable, sustainable, and modern energy.**



Part 3:

Our approach to Sustainability

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We consider *Sustainability* not as a goal of a responsible business, but more like a journey we share with our clients.

The climate changes, lack of natural resources, and increasing social inequality call for solutions on the scale of the entire economic system. These issues require involvement and decisive action from the business.

EVERLEGAL is conscious of these changes. We support "green" energy and environmental initiatives, promote a healthy lifestyle, and are a bike-friendly company.

Sustainability is a major focus for our firm and is incorporated into our strategy and action plan, which includes 3 sections:

- **SUSTAINABLE BUSINESS & SUSTAINABLE MANAGEMENT**
- **SUSTAINABILITY & OUR CLIENTS**
- **SUSTAINABILITY & OUR PROJECTS**

Our Sustainability team is led by Yevheniy Deyneko, Managing Partner, and Andriy Olenyuk, Partner. The team is responsible for implementing the strategy, its projects and working with clients on various sustainable development challenges.



Our commitments

By 2025, we will reduce our electricity use by

30%

By 2025, we will reduce our paper & plastic consumption by

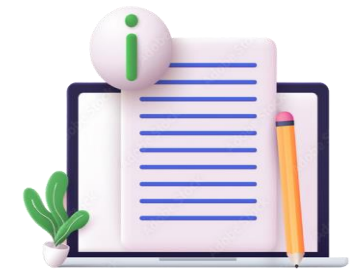
25%

By 2025, we will reduce our carbon footprint by

15%

Sector activities

- 1 We appreciate the importance of focusing on sustainable development and understand the significance of joining our efforts with others. We connect with global organizations and projects to support sustainable development and create our initiatives, including the first platform for investments in "green" projects in Ukraine - [GetMarket](#). For more information about the platform's activities, please follow the [LINK](#).
- 2 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.
- 3 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.
- 4 We have the [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 expertise in the *sustainable development* sector

Our team provides legal support to companies and organisations in the sustainable development sector with various transactional, corporate, regulatory and commercial matters, employment matters, 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 4:

Reporting on Sustainability

17

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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 recognise 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 important than ever, the goals provide a critical framework for COVID-19 recovery.

EVERLEGAL has no priorities among the 17 Goals. We strive to work our constant contribution to each SDG in order to create a comfortable environment for the existence and development of our society today and future generations. Every year we increase the number of projects aimed at achieving more and more Sustainable Development Goals.



#1 PROJECT:

EL & Teach for Ukraine

4 QUALITY EDUCATION



Our commitment

Teach for Ukraine is a non-governmental organisation, that aims to develop a leadership community to expand educational opportunities in children's lives today and systemic improvements in the life of the country tomorrow.

We will support Teach for Ukraine organisation and contribute to its core mission: to develop a leadership community to expand educational opportunities in children's lives today and systemic improvements in the life of the country tomorrow.

What we have done so far

In 2021 EVERLEGAL's Sustainability team devoted over 100 pro bono hours of our lawyers' time to support the organisation in order to contribute to **Goal 4 – Quality education**. EVERLEGAL provided legal support for an organisation in connection with the reorganisation of governing bodies, preparation and approval of internal regulations, and organisation of contractual relations with the members of a program and educational institutions.



Feedback from Teach for Ukraine



We are grateful to EVERLEGAL for the legal support of *Teach for Ukraine* and look forward to working together to achieve **SDG 4**, so that every child, regardless of their place of residence, has access to quality education.

Oksana Matiash, Executive Director of Teach For Ukraine

#2 PROJECT: EL & METALAB



METALAB

MetaLab - is a city development laboratory that supports a socially equal, spatially comfortable, culturally rich, environmentally responsible, economically balanced city (environment).

Our commitment

We will promote their primary mission: to create a favourable environment, a field for experiments, where the socio-spatial potential of the city can be developed and tested in practice.

What we have done so far

In 2021, we devoted 25 hours of our lawyers' time to support the organisation to contribute to **Goal 11. Sustainable cities and communities, Goal 12. Responsible consumption and production, and Goals 8, 9, and 10.**

EVERLEGAL Sustainability team provided support to the organisation on legal matters, particularly on the organisation of contractual relations with contractors, including commission agreements, loans and leases, and corporate and labour issues.



Feedback from METALAB

METALAB

METALAB is actively developing, the scale of our projects is increasing, and now we feel the need for high-quality professional legal support. After all, with the growth of our organisation, our responsibility to partners and colleagues grows. Thanks to the cooperation with EVERLEGAL, we will be able to receive high-quality legal expertise, and therefore we will be confident in our decisions and our future.

The priorities of our team have always been transparency, openness, and decency. That is why the cooperation of EVERLEGAL, a company that shares our values and views, is so important to us.

Ksenia Semenova, MetaLab operations manager

#3 PROJECT: EL & ReThink



ReThinking one's consumer behavior and way of life is the first essential step to rational natural resources use and transition to Circular Economy.

3 years ago, public organisation ReThink launched a number of initiatives related to restricting the use of plastic bags in Ukraine, as well as working on a draft law aimed at achieving this goal.

Our commitment

Our commitment was to contribute to this draft law aimed at improving the environmental situation and bringing Ukraine closer to European standards.

This project is extremely important because such changes in Ukraine **will contribute to the achievement of *Goal 12 - Responsible consumption and production, and Goal 13 - Climate action*, which underlies the direction of Sustainable Development at EVERLEGAL.**

#3 PROJECT: EL & ReThink



What we have done so far

EVERLEGAL joined the work on the draft law and provided legal support to ReThink in connection with this initiative. Our team advised ReThink on compliance with Ukrainian legislation with EU environmental standards, possible liability mechanisms and assisted with the drafting of the law in order to limit the use of plastic bags in Ukraine.

On June 1, 2021, the Ukrainian Parliament passed a law that almost completely banned the distribution of certain types of plastic bags in Ukraine.

The number of votes in parliament for such a draft law is close to the constitutional majority - 297 votes in favour of the draft law.

- **The ban will take effect after 6 months from the date of entry into force of the law (certain provisions - after 9 months from the date of publication)**
- **The restrictions apply to thin, ultra-thin, and oxo-decomposable plastic bags**
- **The restrictions do not apply to biodegradable plastic bags**

Abandonment of plastic bags will stimulate the use of biodegradable bags or other eco-alternatives (craft bags, fabric bags, mesh bags, eco-bags, etc.), which in turn will significantly improve the environmental situation in Ukraine.

#4 PROJECT: EL & Climate Innovations Vouchers



Our commitment

The project is focused on the development of its own eco-innovations or integration into the business of environmentally friendly solutions and is also the largest grant support project for the "green" business in Ukraine and Belarus.

As part of this project, EVERLEGAL will partner with local CleanTech Enablers bonus programs and provide up to 100 hours of ProBono legal services focused on the protection, certification, and incorporation of intellectual property to help develop a strong intellectual property protection strategy and create high-quality patents.

What we have done so far

In 2021 EVERLEGAL's Sustainability team devoted over 100 pro bono hours of our lawyers' time to support the organisation in order to contribute to **Goal 4 – Quality education**.

#4 PROJECT:

EL & Climate Innovations Vouchers



For EVERLEGAL, as a company focused on supporting sustainable development initiatives in Ukraine, joining this project is an important mission, as Climate Innovation Vouchers are a component of the EBRD's Finance and Technology Transfer Centre for Climate Change program (FINTECC), supported by the EU under the EU4CLIMATE initiative.

In addition, the project promotes the development of "green" business in Ukraine.

Goals #13 – Climate action

Goal #8 – Decent work and economic growth

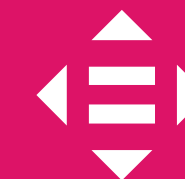
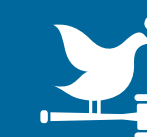
Goal #17 – Partnership for the Goals

#5 PROJECT:

EL & Inclusive cinema in Ukraine

SUBCATCH

EARCATCH

10 REDUCED
INEQUALITIES

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS


FIGHT FOR RIGHT

There are about 1 million people with hearing and vision impairments in Ukraine. Many of them have never been to a cinema in their lives.

Now, films in Ukraine are becoming available thanks to inclusive cinema. The project of inclusive cinema in Ukraine is the initiative of the NGO "*Fight for Right*". The main purpose of this initiative is to provide accessible video content for people with hearing and visual impairments by creating audio recordings and adapted subtitles and placing them on the Earcatch and Subcatch mobile platforms.

The main problem here is that there is not enough support from the Government, businesses, and society for creating accessible video content in Ukraine.

Our commitment

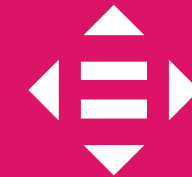
We will support the NGO "*Fight for Right*" & Inclusive cinema and contribute to their core mission: to provide accessible video content (films, TV shows, cartoons) for people with hearing and visual impairments in Ukraine.

#5 PROJECT:

EL & Inclusive cinema in Ukraine




10 REDUCED
INEQUALITIES



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



What we have done so far

The first Ukrainian New Year film, "**My grandfather - Father Frost**", was presented on December 2nd, 2021, in all cinemas in Ukraine. This film is a unique project of inclusive cinema in Ukraine. People with hearing and visual impairments can watch it in cinemas now.

EVERLEGAL has become a partner of the inclusive version of the first Ukrainian New Year's film "My Grandfather - Father Frost". This is a comedy movie for kids and their parents that creates a warm and cozy ambiance for the New Year holidays.

We want as many people as possible to experience these feelings, so we ensured that people with hearing and visual impairments could enjoy the movie on the big screen in the cinema or at home, thanks to special apps Subcatch and Earcatch.

This is just the beginning of a major work on adapting all Ukrainian content for people with hearing and vision impairments.

The creation of accessible films for people with visual and hearing impairments is a huge step towards achieving the *Sustainable Development Goals*, adopted by the United Nations, namely:

- **Goal 10. Reduced inequalities**
- **Goal 16. Goal 16: Promote just, peaceful and inclusive societies**



#6 PROJECT:

EL & The second catalog of CSR initiatives

17 PARTNERSHIPS FOR THE GOALS



P.B.C. .

The second catalog of CSR initiatives from *Pro Bono Club Ukraine* aims to build win-win relations among businesses and the public sector in Ukraine. The catalog consists of:

- Statistical review of CSR in Ukrainian companies to see the big picture and understand the market better.
- Key interests of companies according to the SDGs. This part can make it easier to find partners to implement powerful initiatives.
- Examples of implemented CSR initiatives of Ukrainian companies.

Our commitment

We commit to share our experience, 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.

#6 PROJECT:

EL & The second catalog of CSR initiatives

17 PARTNERSHIPS FOR THE GOALS



What we have done so far

This year EVERLEGAL joined the project of PBCU team for creating a second catalog of CSR initiatives.

In the catalog, EVERLEGAL team shared our priorities according to the SDG. Namely: *initiatives and projects in the field of sustainable development that we have created or joined in 2020-2021.*

In addition, in the section "Examples of implemented CSR initiatives of Ukrainian companies" (p. 190), you may find a "*Program of legal support for sustainable development initiatives*", which we at EVERLEGAL have opened and are actively developing since the beginning of 2021.

You can view the catalog at the [LINK](#).

#6 PROJECT:

EL & Sustainable CreaCamp

17 PARTNERSHIPS
FOR THE GOALS



CreaCamp

This is the Program for Sustainability in Cultural & Creative Industries.
The project is organised by the Association of Sustainable Development Experts (Kyiv, Ukraine) in cooperation with Kultur Aktiv (Dresden, Germany).
CreaCamp – is an educational program for those building a cultural and creative industry and seeking interesting opportunities for innovations and development. It is for those who practice sustainable consumption, think about their impact on the environment and society, and are interested in global challenges.

This year *Sustainable Crea Camp* took place in Kyiv on *September 27 – 29*.

Our commitment

We committed to teaching the participants of *CreaCamp* how to use different instruments to deal with risks and to protect their cultural and creative ideas.

#6 PROJECT:

EL & Sustainable CreaCamp

17 PARTNERSHIPS
FOR THE GOALS



What we have done so far

EVERLEGAL supported the Sustainable CreaCamp as a legal partner of the project. Yuliia Tantsiura, Head of Intellectual Property Rights Practice at EVERLEGAL, conducted training on "*Protecting the idea: copyright and intellectual property*" for the program participants and advised them during the program.

More about Sustainability Crea Camp at the [LINK](#)

Support for this project is another step towards achieving the UN Sustainable Development Goals, namely: *GOAL 17 - Partnership for the Goals*

#7 PROJECT:

EL & Culture Support Month 2.0

17 PARTNERSHIPS
FOR THE GOALS



UKRAINIAN
CULTURAL
FOUNDATION

P.B.C. .

Our commitment

This year, Ukrainian Cultural Foundation and Pro Bono Club Ukraine launched “Culture Support Month 2.0”. This initiative is aimed at supporting projects in the cultural sphere.

Within the “Month of Culture Support” free consultations and webinars will be held for cultural projects that are planned to be submitted to the UCF competition programs.

EVERLEGAL joined this project and committed to provide 5 Pro Bono legal consultations to help the potential projects improve their activity in the cultural sector.

#7 PROJECT:

EL & Culture Support Month 2.0

17 PARTNERSHIPS
FOR THE GOALS



What we have done so far

We have gathered a professional team consisting of Yuliia Tantsiura, Senior Associate and Head of IP law practice, Oleksandr Demchuk, Senior Associate, and Nazar Myrnyets, Associate at EVERLEGAL. They will provide legal assistance in the following spheres:

- Copyright,
- Labour relations,
- Real estate,
- Corporate and litigation matters.

During the project, we received 7 applications from different cultural organisations in need of legal assistance. We divided the work on projects in our team and at the beginning of the next year, we are planning to provide our legal assistance to all participants.

Part 5:

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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EVERLEGAL — PARTNER OF THE FUTURE

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