

# Linklaters

## CR / Luxembourg

Clients of Linklaters in Luxembourg benefit from local practices built up over decades, combined with the strength of the global firm.

### Clients and markets

Luxembourg is the world's second largest investment fund centre behind the US, attracting promoters from more than 40 countries. Almost 150 banks and 250 other financial service providers from almost 50 countries are present in Luxembourg, alongside an array of international corporate and industrial companies, especially key players in the internet and high-technology fields.

As such, much of our work is multi-jurisdictional. We concentrate on working alongside our clients to help them develop solutions. To do so, we draw on our collective strength, sharing know-how, best practice and ideas across multi-disciplinary, global teams, enabling our lawyers and business services people to build a global mindset.

#### Supporting our clients

Regulation has evolved significantly over the last three years and continues to do so as markets reshape following the significant market movements of recent years.

We keep up to date as regulation develops through active participation in such organisations as the Ministry of Justice Legal Affairs Committee, the ILA (Luxembourg Directors Institute) and the Luxembourg

Bankers' Association, and we review and respond to proposed legislation where appropriate.

We take very seriously our responsibilities to share know-how with our clients. The Luxembourg office has strengthened its knowledge and learning structure and increased the number of professional support lawyers developing our documentation, training and research in key areas that benefits our lawyers and ultimately our clients.

On this platform, we have held breakfast sessions with our clients on hot topics and key developments in Luxembourg, most recently on the 'Three new Regulators'. Further we hosted a large panel-based presentation for clients on the firm's capability in the BRIC countries and the role of Luxembourg in this context, notably its contribution to economic expansion in and from the BRIC countries.

#### Continuity and security

To ensure continuity of service for our clients, we have invested in a robust and tested business continuity plan. The plan provides for alternative, secure arrangements in the event of an emergency or where our staff are unable to reach our office (due for example to bad weather), where client matters and data remain confidential and service continues to be provided seamlessly.

### People

#### Investing in our people

Investing in the development of our people is critical to maintaining the high quality advice our clients expect. Last year our people completed 22,725 hours of training, know-how and learning.

Whenever possible, our lawyers are seconded to clients to help us understand our client's needs and build our lawyers' experience of the challenges our clients face on a day-to-day basis.

We have internal coaches, who help support the development of both partners and staff. We were the first law firm to do this. The rigour around training and continuing professional development of our coaches ensures the quality of the coaching is of the highest level.

#### Wellbeing

We are committed to meeting client demands for services 24/7 and our ambitious staff are motivated to exceed client expectations. Supporting our people's wellbeing by achieving a healthy work/life balance is a priority and we have adopted practices such as flexible working arrangements, short sabbaticals and a concierge service available to everyone, providing car cleaning, laundry and meal deliveries among other things.

### Local highlights

116

people

7

secondees from the Luxembourg office to other Linklaters offices

1

secondee from the office to clients

22,725

hours of training, know-how and learning

60%

female staff

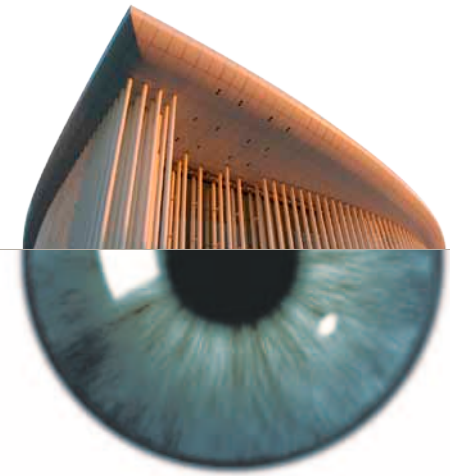
37%

of our people volunteered a total of over 1,410 hours to not-for-profit organisations

### Contacts

**Freddy Brausch**  
Managing Partner  
[freddy.brausch@linklaters.com](mailto:freddy.brausch@linklaters.com)

**Stewart Thompson**  
Chief Operating Officer  
[stewart.thompson@linklaters.com](mailto:stewart.thompson@linklaters.com)



We also encourage membership of a health club where the office enjoys preferential rates and on one evening a week our staff meet for an hour or so in an informal setting to help unwind after a busy week.

## Community

Through our community investment programme, we aim to give something back through our community partners who work with disadvantaged communities affected by social and economic exclusion in the vicinity of our offices.

A global community investment theme is Venture Catalysts which involves using our skills and expertise to grow the capabilities of not-for-profit organisations. We have a close relationship with microfinance organisation Appui au Développement Autonome (ADA) and participate in Association of Luxembourg Fund Investments. ADA is a non-governmental organisation based in Luxembourg assisting the autonomous development of populations excluded from traditional financial services. We assist ADA with a mixture of free legal advice in relation to their activities and in particular to the area of microfinance.

We also closely support Le Rêve du Petit Prince, a Luxembourg-based charity association whose main purpose is to bring aide to emotionally, mentally or physically disabled children. Beyond a financial contribution, our staff have volunteered to play an active role in supporting the work that the charity does for the children.

The Centre Béthesda in Benin is a small centre for physically disabled children in need of splints, leg supports and physiotherapy due to congenital deformities, birth defects or genetic disease. About 95 children are there and they benefit from morning play-time with volunteers to distract them from often painful treatments, and then from an afternoon of classes also run by the volunteers. In 2010, two volunteers from the office alongside colleagues from our Paris office, went to the centre at Benin for two weeks where they supported the valuable work being done there.

### Partnering with clients on charity work

The Luxembourg office took part for the second year running in Vodafone's annual Legal Walk for Charity, together with members of the Vodafone legal team. This global event is promoted within the legal communities in several cities at the same time and already sees Linklaters as Vodafone's and LawWorks' main sponsoring partner in other cities around the world. LawWorks is an independent UK charity with a mission to support, promote and encourage commitment to pro bono work across the legal profession so as to increase the delivery of free legal advice to individuals and communities in need.

## Environment

### Managing our impact

We are committed to reducing our energy use, business travel, paper consumption and waste, and to raising awareness among our people. We have taken some relatively easy steps and have established the global management structure required to enable us to make deeper changes that will reduce our impact over the long term.

Reducing our use of resources, and therefore our environmental impact, makes sense from both a cost and responsibility perspective. Measures we have in place to reduce our environmental impact include separate bins in every office for recyclable and other waste; the use of recycled material in our day-to-day work; allocated spaces for bicycles; and the use of biodegradable cleaning products. The office is powered entirely by renewable energy.

## Case studies

### Supporting enterprise

In Luxembourg we participate in ALFI (Association of Luxembourg Fund Investments), an independent organisation based in Luxembourg that aims to promote the raising of capital for Microfinance by awarding a distinctive label to eligible Microfinance Investment Vehicles. We provide legal advice and expertise for the "LuxFlag" labelling scheme, ensuring that it remains a robust standard for the sector.

We represented LuxFLAG at the Women's World Banking's ninth annual capital markets conference on the theme of "Quality Capital to Deliver Social Mission".

The annual Capital Markets Conference is part of WWB's continuing efforts to build awareness of developments and investment opportunities in microfinance. The conference attracted over 300 participants, bringing together microfinance institutions, investors, rating agencies, bankers and other financial system players and providing an excellent forum to network and discuss opportunities and challenges facing the industry.

Responding to the crisis that the microfinance industry is currently facing, the conference concentrated on building up the quality of microfinance as an asset class with subjects such as quality versus quantity, defining and measuring the social impact, effective governance and new trends.

We moderated a panel of experts discussing the Structuring of Quality Debt and Equity Investments, with an impressive panel of practitioners who described their business models and explained what they consider to be best practices in the negotiation and conclusion of funding transactions with Microfinance Investment Vehicles.



**ENTREPRISE  
SOCIALEMENT  
RESPONSABLE**

### Benchmarking our performance

We have been awarded the ESR label ("Entreprise Socialement Responsable") for our involvement in, and contribution to, sustainable development and corporate responsibility. The EU-sponsored label, issued by the INDR ("Institut National pour le Développement Durable et la Responsabilité Sociétale des Entreprises"), recognises the office's commitment to reducing its environmental impact, its commitment to the well-being of its people and its proactive attitude towards economic, social, environmental and community initiatives. We are the first law firm in Luxembourg to receive this award.

