

Linklaters

CR / Nordics

In the Nordic region, our key responsibilities are to give our clients consistently sound legal advice, to look after our people, to deal fairly with our suppliers, to give something back to our local communities and to manage our environmental impact.



Clients and markets

Collective strength

Our clients expect us to understand the complex legal and business issues that they face so that our advice takes into account the commercial environment in which they operate. Consequently, we have kept them updated on recent developments affecting their business through a number of channels, for example sending them newsletters on legal developments or arranging tailor-made seminars for their in-house legal teams.

Keeping up to date

Our clients rely on us to provide them with the latest developments in the legal sphere that have an impact on their business and that they need to stay on top of. One of the most significant legal developments in Europe in the last year has been the launch of the new UK Bribery Act which impacts all companies doing business with the UK. As a service to our priority clients we arranged a round-table discussion and dinner with a London-based Linklaters partner specialising in bribery legislation.

Demonstrating commitment

Our commitment to the business community goes outside our national borders. One example is the Executive Woman Conference organised by the Swedish American Chamber

of Commerce in New York in the autumn of 2010, where Stockholm partner Elisabet Lundgren participated in a panel discussion.

Collaborating with other experts

Our lawyers communicate daily with clients regarding changes in the market and legal developments. Many of them are active in a wide range of organisations for the benefit of our clients, our markets and the firm. One example is The Arbitration Institute of the Stockholm Chamber of Commerce and Centre for Business and Policy Studies – an independent network of leading decision makers from the private and public sectors who share a commitment to social and economic development in Sweden.

Finding solutions

The financial crises had a dampening effect on major M&A transactions in the Nordics. However, while 2009 was to a large extent characterised by assisting our clients in capital raisings, we have lately been able to help our clients grow through acquisitions. Most notable during the last year has been our work for Assa Abloy, in relation to its bid for Cardo AB, and Thermo Fischer in relation to its acquisition of Phadia.

Building expertise

Constantly building our colleagues' global understanding of client needs is central to

our strategy. Secondments, both to clients and other offices, serve as an important way of developing our expertise and ensuring that clients receive the best service. The better we understand our clients and ourselves, the better and more pertinent advice we will be able to provide.

The Nordic office has made considerable efforts to meet the needs of our clients for secondees during challenging market times. In the past year, four of our lawyers have been seconded to clients.

We also highly encourage international secondments within the firm to develop a global mindset, and in 2010/11 six people from the Nordic office worked for another Linklaters office. We also welcome lawyers and Business Services staff from other offices to our Nordic office.

People

Developing excellence

Developing globally minded people is a strong motivation for the ambitious and talented people we recruit. In addition to opportunities to work abroad, we provide further opportunities for our people to build their international experience through global training sessions where they meet and learn

Local highlights

103

people

11,200

hours of training, know-how and learning

100%

of the electricity used in the office is from renewable sources

100%

of all light bulbs are energy saving

47%

female staff

Contacts

Per Nyberg

Managing Partner

per.nyberg@linklaters.com

Stewart Chippindale

Chief Operating Officer

stewart.chippindale@linklaters.com

from people from other offices and practices. We provide a well-balanced allocation of client assignments, giving our people the opportunity to work on a variety of clients and transactions, for example in local matters as well as in cross-border teams across several jurisdictions.

Work/life balance

A healthy work/life balance is a priority for our office. We have a flexible working policy for all our people and offer a number of family-friendly benefits, such as enhanced paid parental leave.

We currently have a number of legal and support colleagues who are working a flexible schedule from home and these policies help us retain our top talent for the benefit of our clients.

Health and wellbeing

We strongly support participation in social and sporting events. This year, staff from the Nordic office represented Linklaters in various events such as the Stockholm marathon, triathlons, cycling, indoor bandy, swimming and cross-country skiing.

Community

Sustaining our investment

The Nordic region continues to demonstrate a strong commitment to community investment. Our programme focuses on our global community investment theme Learn for Work which grows the skills, aspirations and experience of young people around our offices.

Husby Marathon Programme is a non-profit youth project, where long-distance running is used as a tool for social development. In addition to running training, participants take part in workshops and personal coaching and perform volunteer work at a shelter in central Stockholm. We act as volunteers, including at their yearly running competition, "Kistaloppet".

The office also supports the Livslust Foundation (Swedish for "Joy for life"), an independent private organisation that has built up and run a unique vocational school in Latvia for boys and girls who are at the risk of ending up as social outcasts. Finally, we support the organisation Mentor Sweden. Mentor works with a sole focus on health promotion and prevention of drug abuse among children and young people in Sweden.

Environment

Managing our impact

One of our key environmental objectives is to raise awareness among our people and to encourage everyone to contribute to minimising our environmental impact.

The environmental work in the Nordic office this year focused on the theme "Earth", which was promoted on World Environment Day. The aim is to pay special attention to our world's limited resources and the need to recycle and to use renewable energy. As a part of the focus the Nordic office now purchases energy from only 100% renewable resources.

All of our people are committed to reduce our carbon footprint, improve energy efficiency and recycle as much as possible to decrease our environmental impact. Activities organised to help raise awareness have included an environment quiz where the staff could win the opportunity "to plant a tree", and the production of the office's own "cookbook" with vegetarian recipes which was distributed to everyone.

Case studies



Venture Catalysts

One of our global themes for our community investment programme is Venture Catalysts which grows the capabilities of not-for-profit organisations.

The Nordic office provides pro bono support to Swedish Wateraid United, a company which has invented a product, a pure form of chlorine dioxide in a water-soluble form, which is an easy way to disinfect water. We are providing it with advice on its structure and legal agreements.



Stockholm Business Services Curriculum

The Stockholm BS Curriculum was introduced as a response to the results of the 2010 Global Engagement Survey, with the aim to provide secretaries and the rest of BS with a simple overview of the training and development opportunities available to all non-fee earners at Linklaters Stockholm. In addition to the global courses, it contains details of the various local skills courses offered in Sweden – including the opportunity to attend any legal technical training offered to the lawyers, as relevant – as well as a reminder of the development tools offered to all Linklaters staff, such as coaching and eLearning.



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"The whole team gives a **very balanced and powerful impression**. The lawyers are capable, commercial and more proactive than in some other firms: **they'll reach out.**"

Sweden, Chambers Europe, 2011
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