

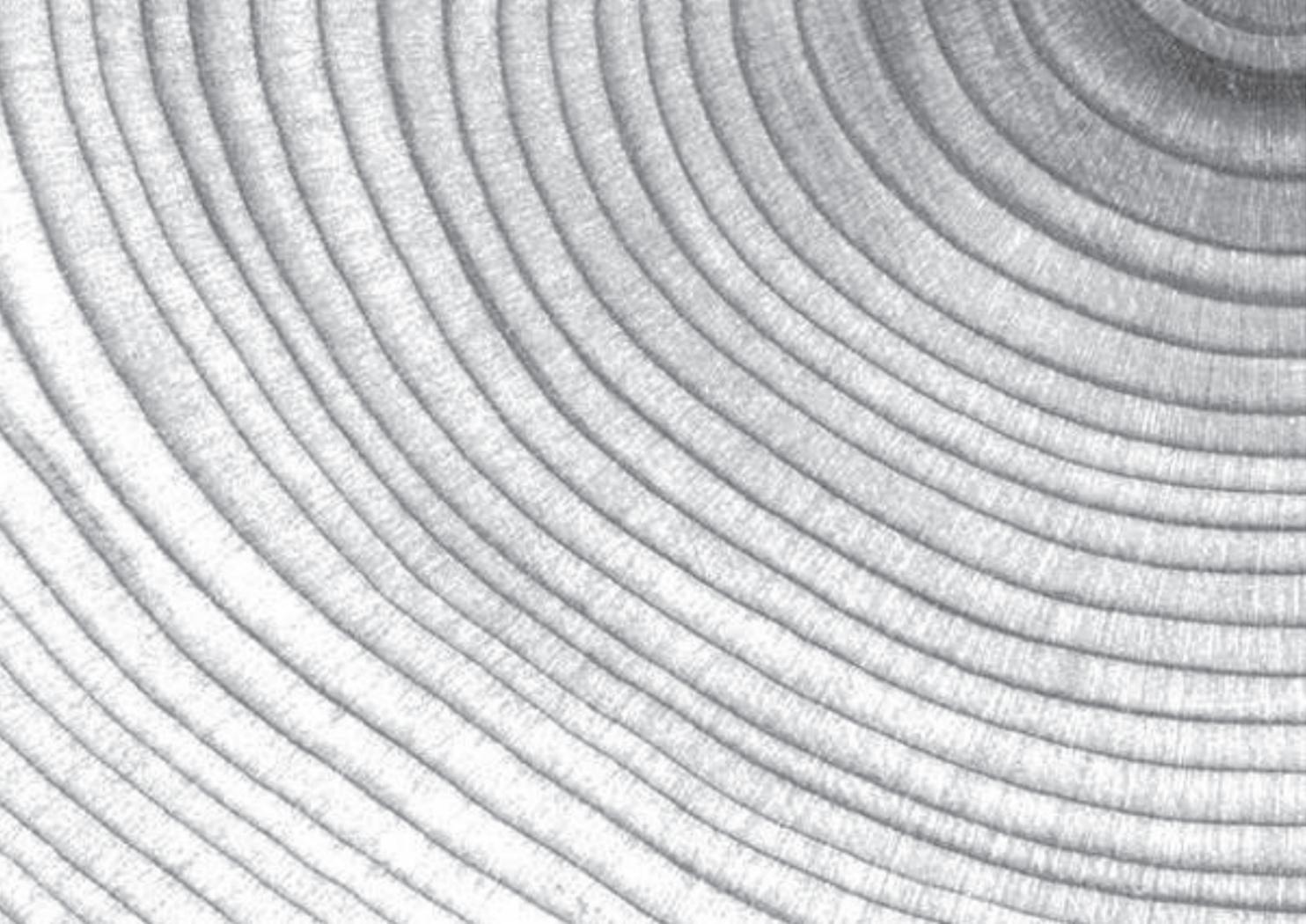


**Corporate Social
Responsibility
Report
'16**



VdA

**Corporate Social
Responsibility
Report
'16**



**A People's
firm**

**A Lawyers'
firm**



SOCIAL RESPONSIBILITY

Pro Bono
Legal Services

Entrepreneurship
and Social Innovation

Third Sector
Capacity Building

Corporate
Volunteering

Donations, Drives

ENVIRONMENTAL RESPONSIBILITY & SUSTAINABILITY

Consumption and
Emissions Management

Reduction of
Carbon Footprint

Adoption of Best Practices

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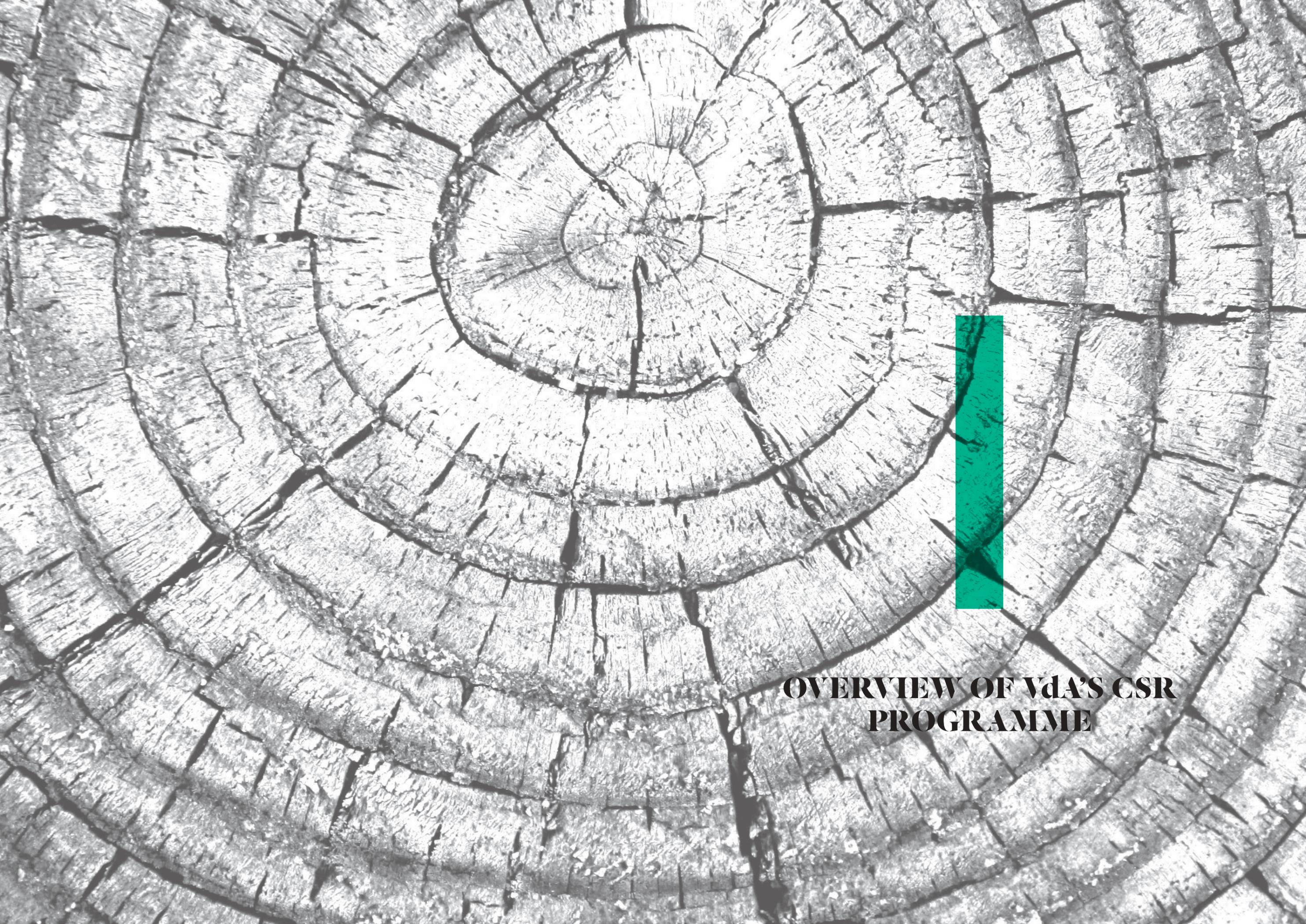
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**OVERVIEW OF vda'S CSR
PROGRAMME**

Through the extensive work developed under the aegis of its Corporate Social Responsibility (“CSR”) Programme, VdA reaffirms, on a daily basis, its commitment to being a Firm genuinely concerned with addressing socially-relevant problems, capable of fostering positive change in the community in which it is embedded, and invested in contributing towards the creation of innovative answers to new, as well as long-term, societal challenges.

Fully aware of the growing environmental challenges also faced by organisations that aim to have a positive impact on society, our CSR Programme includes an essential environmental component.



VdA's CSR Programme is thus structured around two principal axes of intervention: social responsibility, in its strict sense, and environmental sustainability. With respect to the first axis, we believe that lawyers' central role as intermediaries in the access to justice means that law firms like VdA, which gather hundreds of lawyers, have an increased responsibility in this regard that is vital to an effective exercise of citizenship. In this context, VdA has a history of close collaboration with many third sector entities, mainly involving the provision of pro bono legal services to these same non-profit institutions. Because we also believe in the transformative power of innovation, in recent years we have invested in supporting the development of a set of key projects in the fields of social innovation, social entrepreneurship and social investment, which we consider to have a significant influence in redefining the established paradigms, due to the novel solutions they provide to long-term challenges. And because we recognise the importance of

third sector capacity building in bolstering its action, we have invested, year after year, in the organisation of training sessions on legal and organisational topics particularly relevant to the work of non-profit institutions, thus strengthening their action across several dimensions and promoting the more successful fulfilment of the mission they are entrusted with. VdA also has faith in the impact of large-scale corporate volunteering, which is why it encourages its lawyers and staff to participate in the volunteer activities organised by the Firm, spanning such diverse fields as education, entrepreneurship, the environment and civic action, in their various dimensions. Furthermore, and being acutely aware that when faced with an emergency situation it is often necessary to promptly provide the fish, rather than teach how to fish or revolutionise the fishing industry, we regularly organise donation drives and fundraising campaigns to help non-profit entities providing first-hand assistance to communities at risk of social

exclusion.

The second axis of VdA's CSR Programme – environmental responsibility – is implemented through the Green Project (*Projeto Verde*), our environmental sustainability strategy that has affected real changes in the behaviour of our lawyers and staff, and which aims to significantly minimise the negative environmental impact inevitably resulting from the Firm's activities. The Green Project actively promotes the Firm's adoption of sustainable practices with a view to eventually achieving carbon neutral status, demonstrating VdA's commitment to effectively reducing its polluting emissions and offsetting its unavoidable emissions.

After almost 9 years since the institutionalisation of our CSR Programme, we cannot help but feel proud of the path we have travelled thus far.

The positive feedback we have received from our many partners not only motivates us to continue on this path, head on and with confidence, but has also been the source of an

increased sense of responsibility as regards the role VdA has come to play in a “world” that, although perhaps still unfamiliar to many law firms, must become central to their activity if they aspire, as is hoped, to affirm themselves as indispensable players in the resolution of the social problems afflicting the community of which they are a part.

When vulnerable segments of the population have no access to justice or to quality legal services, their citizenship rights cannot be effectively exercised. This being, in our view, a responsibility shared by all lawyers, we at VdA uphold it on a daily basis. It is a duty of the Firm; of each one of our lawyers and staff members; of us all.

Although this is a shared responsibility, meritocracy is still highly valued. Hence why we reward, by way of public recognition, the merit of our lawyers and staff members who most contribute to VdA's CSR Programme, whether it be through the provision of pro bono legal services or help in achieving the annual goals set.



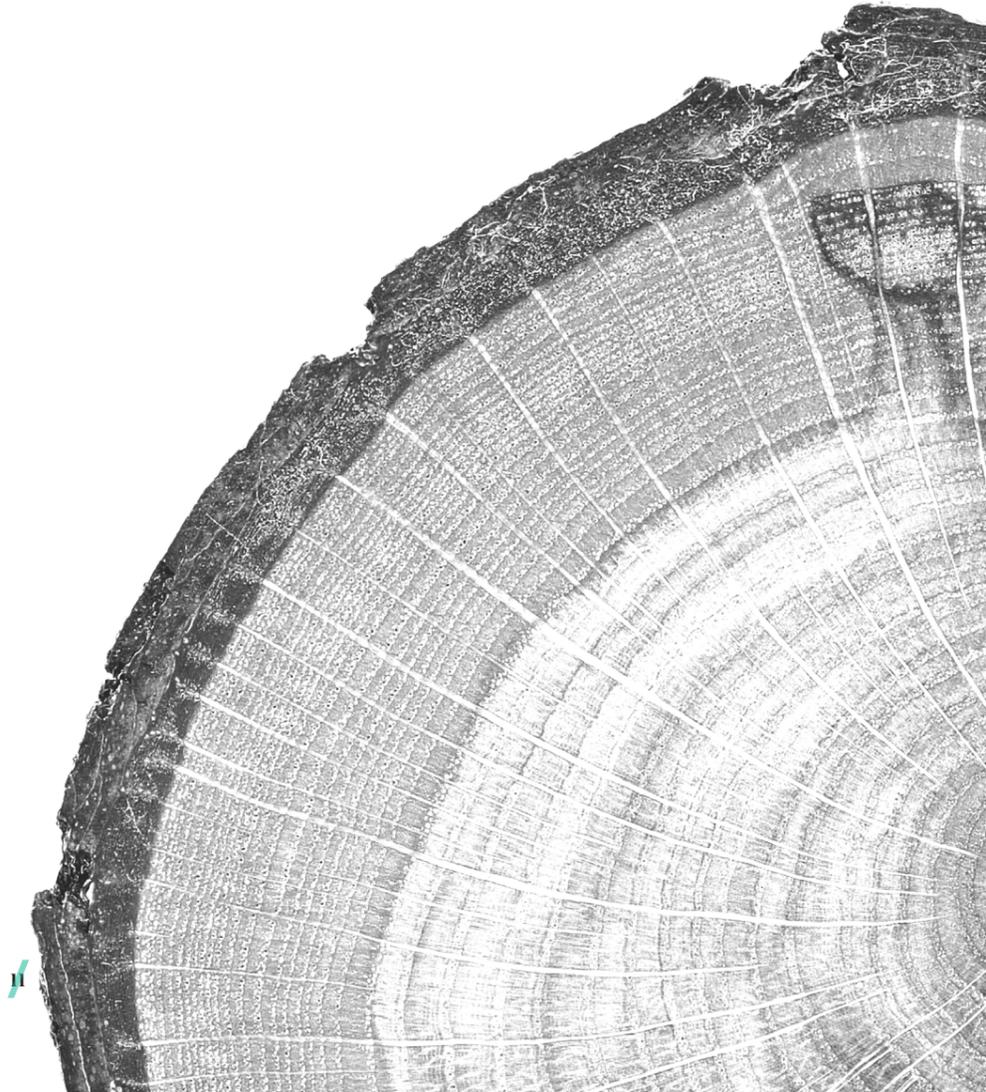
INÊS RIBERA
PROBONO LAWYER 2016

It has been extremely gratifying to be able to work so closely and actively with the Firm's pro bono and corporate social responsibility programme.

I believe our work and contribution in this field has a real impact, not only on the life of the people and entities we provide legal assistance to, but also on the society in which we live – and that makes all the difference!

It is an honour to be part of a Firm that has consolidated its position as First Choice also in this key sector.

In 2016, this accolade deservedly went to Inês Ribera, from VdA's Oporto office, who helped many non-profit organisations operating in the north of Portugal successfully implement their projects and attain objectives they would not otherwise have achieved.





**INSTITUTIONAL
PARTNERSHIPS AND
NETWORK-BASED
COOPERATION**



BCSD PORTUGAL
CONSELHO EMPRESARIAL PARA O
DESENVOLVIMENTO SUSTENTÁVEL



THOMSON REUTERS
FOUNDATION



LABORATÓRIO DE
INVESTIMENTO
SOCIAL

**GIRL
MOVE**
FOUNDATION

Believe • Lead • Change



grace

We are firm believers in the power of network-based cooperation, and the success of the activities we have developed with our partners over the last few years strengthens our conviction that working in partnership with others significantly enhances the positive social impact of the projects implemented in the third sector, while also achieving more lasting results. This is clearly a sector where “one plus one is greater than two”. During 2016, VdA sought to reinforce and further expand its network of partnerships with national and international entities, with which it develops various types of activities in a close and collaborative manner.

Due to its particular relevance and impact, we highlight the work VdA has carried out in partnership with the following entities:



CENTRO
PORTUGUÊS
DE FUNDAÇÕES



PLATAFORMA DE APOIO AOS
REFUGIADOS

ENTRĂJUDA
APOIO A INSTITUIÇÕES DE SOLIDARIEDADE SOCIAL

**PORTUGAL
INOVAÇÃO SOCIAL**



LABORATÓRIO DE INVESTIMENTO SOCIAL

(SOCIAL INVESTMENT LAB)

Laboratório de Investimento Social (“LIS”) is one of the organisations that VdA is proud to have added to its network of partners in 2016. Created with the goal of fostering an ecosystem in Portugal more conducive to third sector investment, LIS devotes great part of its activity to preparing social projects and entities likely to attract this kind of investment. In the scope of this partnership, VdA provides all legal assistance necessary for the financing of social projects, notably, through Social Impact Bonds or the entry of investors in third sector

companies. VdA also partnered with LIS in its application for EU funding, with a view to supporting a set of social projects in attracting social investment. The European Commission’s approval of this application led to the launch, in late 2016, of the Impact Generator project, a social impact “accelerator” which has as its mission to contribute to the professional training of teams leading social innovation projects, in a bid to maximise the impact of their action and to support them in securing social investment.



PORTUGAL INOVAÇÃO SOCIAL

In 2016, VdA also signed a Cooperation Protocol with the Mission Structure that manages the *Portugal Inovação Social* programme, an initiative launched as part of the Portugal 2020 planning process with the aim of financing, in an integrated way and throughout the period 2014-2020, Innovation and Social Entrepreneurship Initiatives (IIES), through specific intervention tools dedicated to fostering an ecosystem of innovation and social entrepreneurship, and to promoting social investment in Portugal. Portugal Inovação Social also seeks to act as a catalyst

for innovation in the social economy by contributing to the creation or strengthening of the instruments, knowledge and skills necessary to encourage more and better social innovation in Portugal, with greater impact and sustainability. Within the scope of this partnership, VdA provided legal assistance in the development of one of the financing programmes through which Portugal Inovação Social will act, having also collaborated with the Mission Structure on several other activities.



GIRL MOVE



Believe • Lead • Change

Girl MOVE Foundation believes that investing in the improvement of young African women’s education, health and safety has a positive multiplier effect on society, seeing as it empowers these women to become agents of change in their communities, helping to break the cycle of poverty.

Girl MOVE has the mission of promoting education and developing tools for leadership among African women through the implementation of capacity building initiatives, such as the “Believe, Lead, Change” project, an advanced programme in Leadership and Social Entrepreneurship aimed at helping young women consolidate their servant leadership skills and apply an entrepreneurial approach to problem resolution. During the last phase of this programme, the “Girl Movers” prepare for high-impact employability by participating in an international “Life Internship”. Because VdA identifies with the Foundation’s vision and mission, in 2016 it established a partnership with Girl MOVE. In this context, the Firm financed the participation of one

of the “Girl Movers” and offered her the opportunity to intern at VdA, within the scope of its CSR Programme. In addition, two training sessions in soft skills were organised for the entire group of young Mozambican interns, in cooperation with VdA Academia.

MÉNIA'S TESTIMONIAL

My experience at VdA was very interesting and positive. I was given the opportunity to intern in the Firm’s CSR area, which allowed me to understand that there is an extremely strong component of social responsibility, corresponding to the pro bono legal services provided to several non-profit institutions. Watching a team of lawyers committed to investing if only a minute of their time in support of social causes left me extremely enthused and eager to develop a social project involving lawyers and other institutions in social causes.



GRACE



VdA is a member of GRACE – *Grupo de Reflexão e Apoio à Cidadania Empresarial*, a non-profit association founded in 2000 with the aim of supporting Portuguese businesses in their reflection, promotion and development of corporate social responsibility programmes and initiatives. GRACE has played a unique role in encouraging cooperation and the sharing of best practice among its members, thus generating a multiplier effect.

In addition to VdA's continued involvement in GRACE's governing bodies, on which it occupies the position of Vice-Chair of the Board, in 2016 the Firm also contributed to the publication of a Sectoral Briefing about the challenges and opportunities presented by corporate social responsibility at law firms, available at the following link: http://armazem3.com/clients/grace/advogado_a/.

**CENTRO PORTUGUÊS
DE FUNDAÇÕES**
(PORTUGUESE FOUNDATION
CENTRE)



The Portuguese Foundation Centre ("CPF") is an association recognised as a public interest legal entity, which represents Portugal's foundation sector. It currently gathers more than one hundred members, across the country, and stands as an important long-standing partner of VdA. In 2016, VdA strengthened its ties with CPF through initiatives of a more strategic nature, having contributed to the reflection on community foundation projects and to the analysis of the simplified recognition regime for foundations, from a legal and legislative policy

perspective. VdA also assisted CPF in preparing and consolidating the official position of the Portuguese foundation sector, within the scope of the Work Group created by the *Conselho Nacional para a Economia Social* (National Council for the Social Economy) to rethink the Social Economy Tax Status. In addition, VdA advised this association in defining its position before the Conselho Consultivo das Fundações (Portuguese Foundations Advisory Council) with respect to the need for and scope of a revision of the Foundations Framework Law.

**PRO BONO
PORTUGAL**



The Pro Bono Association is a Private Institution of Social Solidarity ("IPSS") created with the aim of facilitating access to justice among the most disadvantaged sectors of the population, as a complement to the public legal aid system, through an innovative model that mobilises lawyers and law students by promoting their interest in skills-based volunteering and by raising awareness of the importance of *pro bono* legal assistance. To fulfil its mission, Pro Bono mediates between the supply and demand for legal

services, via a collaborative platform that connects lawyers and law firms, students and law faculties, and third sector organisations. VdA believes that the Pro Bono Association provides a service that is fundamental to improving access to justice by many citizens who would otherwise be barred from such access; which is why, in 2016, VdA reinforced this partnership with a view to promoting the association's mission and financial sustainability.

**PAR – PLATAFORMA
DE APOIO AOS
REFUGIADOS**
(REFUGEE SUPPORT PLATFORM)



VdA has collaborated since 2015 with PAR, a platform of civil society organisations working to foster a culture of hospitality and support towards refugees. PAR carries out its mission through two main axes of intervention: its *PAR Famílias* (Families) and *PAR Linha da Frente* (Front Line) projects. The first consists in welcoming and integrating refugee families in Portugal, in a community context and relying on the help of different types of

institutions (IPSS, NGOs, companies, etc.). VdA's contribution to this project involved the drafting of the legal documents aimed at regulating the relationship between refugee families and the various participants in the reception and integration process, thus guaranteeing that all parties involved play an active role in the successful community integration of the refugee families received in Portugal.

FUNDAÇÃO THOMSON REUTERS | TRUSTLAW



TrustLaw, which VdA joined in 2015, is the Thomson Reuters Foundation's global network of pro bono legal assistance, which connects the best law firms and corporate legal teams around the world with high-impact NGOs and social enterprises working to create social and environmental change.

In 2016, VdA was nominated for the TrustLaw Awards in the category "Legal Team of the Year", as "Domestic Law Firm of the Year".

In the scope of this partnership, in 2016 VdA supported NGOs operating in Portugal and in Mozambique, in fields as diverse as privacy, foundation compliance, and fund applications. Particularly worthy of note is the contract negotiation work carried out in Mozambique with the social enterprise MoWoza, which involved the expert know-how of a multidisciplinary team of lawyers from the Tax, Banking & Finance and FinTech areas.

ENTRAJUDA



ENTRAJUDA, one of VdA's most relevant long-term partners, is a leading entity in the provision of support for the strengthening of the Portuguese non-profit sector, especially of Private Institutions of Social Solidarity (IPSS), by facilitating access to the means and resources needed by these organisations in order to play a decisive role in promoting social inclusion, and by mobilising wills towards a structured civic intervention in the fight against poverty.

VdA contributes to ENTRAJUDA's mission essentially with respect to the capacity building of IPSS and other NGOs, notably through the organisation of legal training workshops on varied topics and participation in advanced training programmes. Through these initiatives, VdA hopes to equip participating organisations with knowledge of the legal framework in place – knowledge that is vital to bolstering their action. VdA also supports ENTRAJUDA through the provision of legal advice to its IPSS affiliates.

BCSD



BCSD Portugal – Business Council for Sustainable Development is a non-profit association of public interest that unites and represents companies actively committed to the sustainability of their growth and action. Through the devising of inter-company projects that encourage sustainable development, BCSD is influential in inspiring new business models that are more competitive, innovative, socially responsible, sustainable and inclusive.

In addition to its participation in BCSD's governing bodies, VdA provides the association with *pro bono* legal services and annually takes part in Working Groups aimed not only at reflecting on key sustainability issues, but principally at promoting inter-company collaboration in increasing this sustainability at several levels.

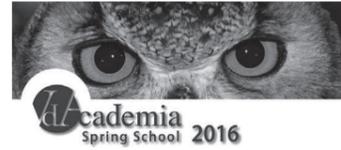
LSA – LEGAL SUSTAINABILITY ALLIANCE



In the framework of VdA's environmental sustainability programme (Green Project), the Firm is also a member of the Legal Sustainability Alliance, an international organisation of law firms committed to the adoption of environmentally friendly practices in the context of their activities.

This organisation currently has about 390 members globally, representing every continent. VdA annually reports its carbon footprint to LSA and is proud to have been distinguished, in LSA's 2016 report, as an exemplary firm in terms of its climate change initiatives.

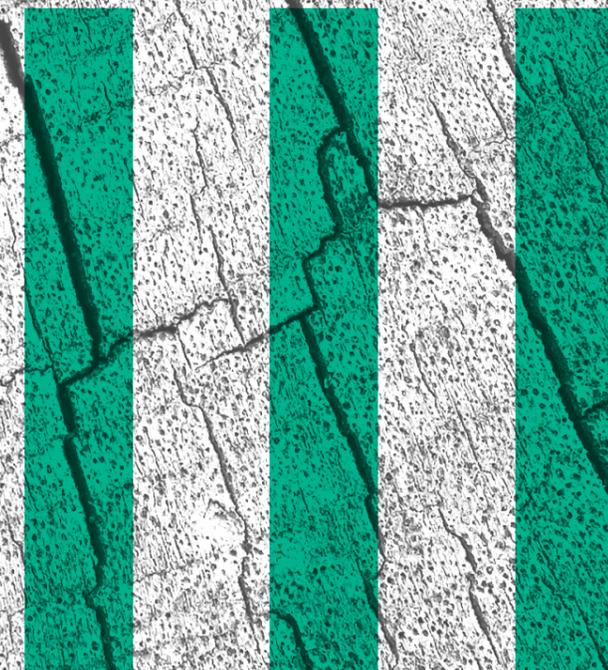
SPRING SCHOOL



The Spring School is the product of a partnership between VdA, VdA Academia, TESE, an NGDO devoted to the cause of youth employability, among others, and the Pro Bono Portugal Association, an IPSS that works to facilitate access to justice among the most disadvantaged sectors of the population. This academic programme, which is annually attended by around 100 students from Portugal's various law faculties, has the goal of developing the soft skills most valued by

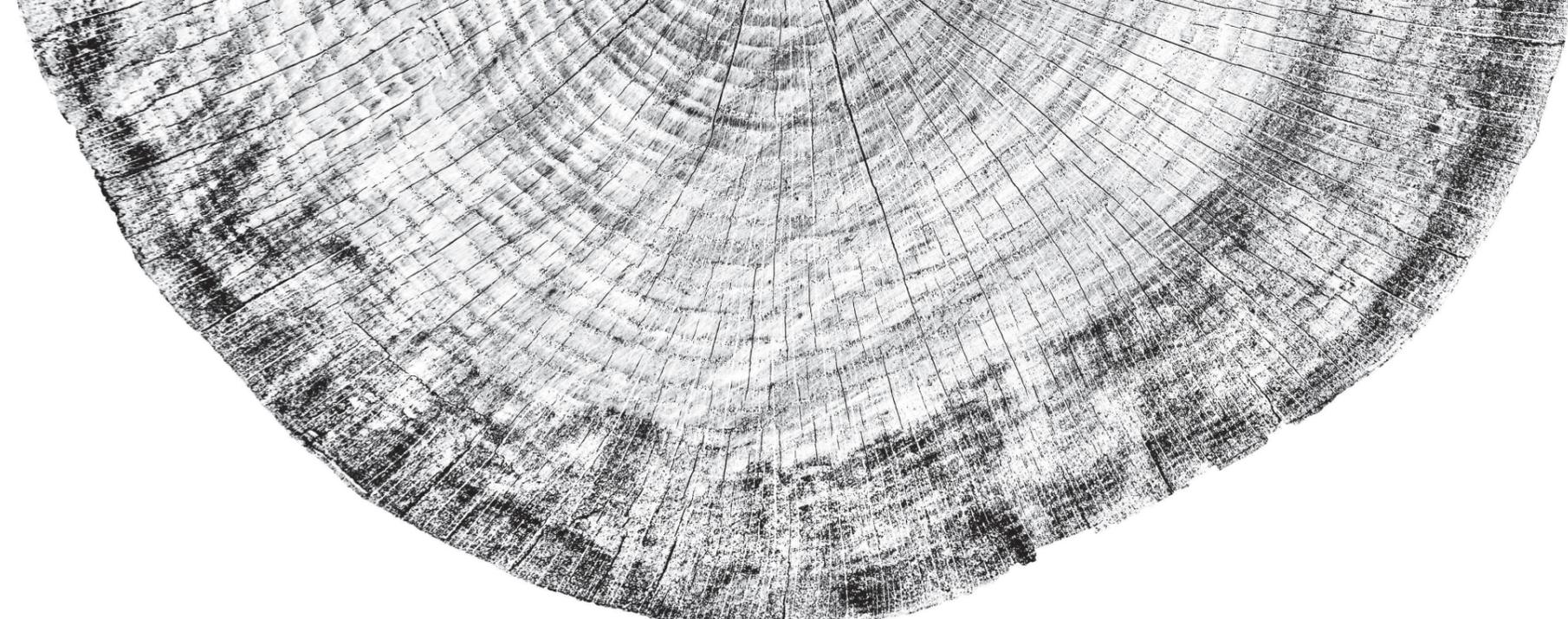
law firms (such as negotiation, team work, time management and innovation), thus complementing the legal hard skills taught at universities and increasing the employability of these young students by better preparing them for entry into the job market. The Spring School registration fees are channelled towards TESE's projects targeting the socio-professional inclusion of youth facing barriers to job market access.





**SOCIAL
RESPONSIBILITY
THE MAIN PILLARS**

PRO BONO LEGAL SERVICES



VdA believes that the promotion of better access to justice represents a key factor of social cohesion and an affirmation of our citizenship. As a leading law firm, it is our duty to fulfil the ethical and social imperative of contributing towards improved access to quality legal services among those who cannot bear the associated costs.

For this reason, the Firm committed, over 8 years ago, to annually allocating a minimum of five thousand hours of pro bono legal assistance to third sector entities. In order to encourage the increasing participation of our lawyers, hours devoted to *pro bono* work qualify towards their individual annual objectives.

Every year, VdA also presents, at its Christmas Dinner, the “Pro Bono Lawyer of the Year” award, which recognises the efforts of the lawyer or legal team that most stood out for its sustained commitment to the provision of legal assistance in favour of the Firm’s many pro bono clients.

We are proud to have contributed to advancing the mission of over one hundred organisations, our support having spanned diverse areas of law, involving most of VdA’s practices in this shared goal.



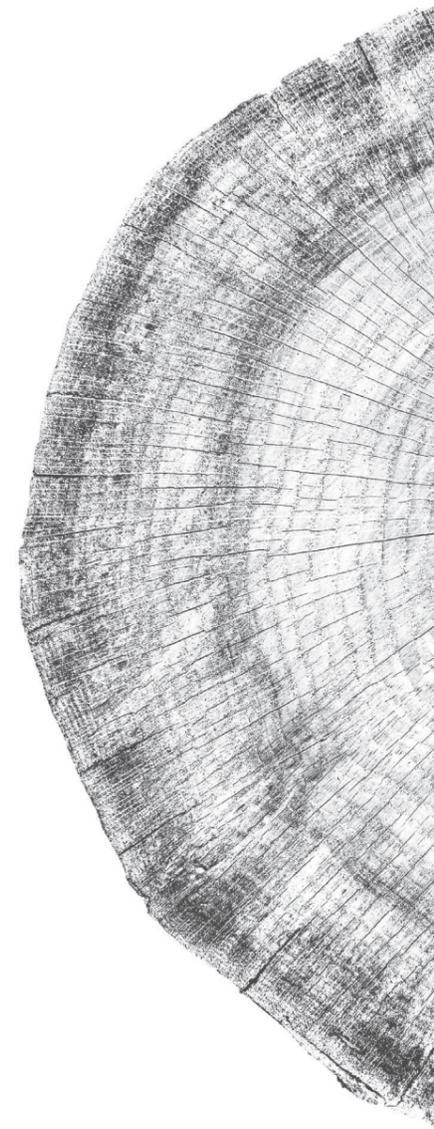
INNOVATION, ENTREPRENEURSHIP AND SOCIAL INVESTMENT

We know that emergency help will always be necessary and, consequently, we shall continue to provide pro bono legal assistance to many of the non-profit organisations currently benefiting from our Programme and which base their activity essentially on assistance solutions, seeing as this type of “emergency support” will always be vital in addressing the critical needs of the most vulnerable segments of our community.

But we are also aware that it is our duty to contribute to a paradigm shift that will eventually lead to Third Sector entities no longer structuring their social intervention solely or essentially based on assistance models, which are by their nature more dependent on donations and public funds, having hopefully evolved towards models that are more sustainable, more entrepreneurial and, most importantly, more innovative in the manner they address the main – and in many cases, emerging – societal problems. This is why we have progressively come to reposition our CSR Programme, directing great part of our efforts towards the establishment, in Portugal, of an entrepreneurial and social investment ecosystem where innovative

solutions play a fundamental role. With this approach, VdA has sought to become more creative in the way it tackles social responsibility, as well as in the legal assistance it provides its pro bono clients, notably, as regards the legal definition and construction of new instruments that promote the resolution of societal challenges through solutions achieving maximum social impact. VdA has therefore provided increasingly substantial support – mainly of a legal nature, but often also involving strategic counselling – in the development of innovation, entrepreneurship and social investment projects, thus reaffirming its desire to act as a catalyst for positive change in the community.

In 2016, VdA was involved in the provision of legal and strategic support towards the creation and development of countless entrepreneurship and social innovation projects, among which the following are particularly worthy of mention due to their level of impact.



SPEAK



VdA is proud to provide, since SPEAK's birth, comprehensive legal assistance to what is already considered one of the most emblematic and successful social innovation projects. In 2016, VdA advised SPEAK in the context of its internationalisation. This project, which stands as a reference for social entrepreneurship in Portugal, consists of a language and culture programme designed to bring people together through a linguistic and cultural exchange between migrants and locals that breaks down walls, promotes multilingualism and equality, and democratises language learning, thus fighting phenomena that increase xenophobia,

prejudice and racism. SPEAK has helped strengthen networks of solidarity within communities, especially those between migrants and locals, thereby tackling a complex problem with various negative externalities. This was not only the first Portuguese social entrepreneurship project to be replicated in several cities across the country, but also to have internationalised its scope of action, with operations being launched in Italy in 2016. Given the project's technological base, SPEAK was one of the start-ups selected to represent Portugal at the 2016 Lisbon Web Summit.

ASSOCIAÇÃO PÃO A PÃO



The *Pão a Pão* Association, an entrepreneurship and social innovation project set up in 2016, originated from the need to identify and generate sustainable solutions facilitating the integration of refugees and immigrants in local communities, notably, through the creation of jobs, particularly for refugee women and youth. The association set up a multicultural meeting space for the integration of refugees from the Middle East, which includes a community

kitchen geared towards the production and sale of Syrian and other regional breads, as well as the meals typically accompanied by such bread. The project's sustainability is guaranteed through the sale of these products and the hosting of cultural events. VdA provided all legal support required to establish the *Pão a Pão* Association and to enable its first steps.

GEOFUNDOS



Having identified the need to promote an empowered and self-sustainable social economy, a group of companies connected with social sector entities to create and exchange tools with added value for the third sector, contributing to its financial sustainability.

The only online platform in Portugal centralising all national and international financing opportunities available to social economy entities at each moment was established with VdA's support in its role as legal partner of the GEOfundos project.

SMARTFARMER



The SmartFarmer – National Portal of Electronic Marketplaces of Proximity, launched in 2016 by Oikos in partnership with the Vodafone Foundation, is simultaneously a project facilitating market access among small-scale agricultural producers; an instrument mediating between supply and demand, which encompasses social organisations and disadvantaged families; and an economic mechanism driving the generation of income and employment in local communities. This project operates through an electronic platform gathering various local SmartFarmers on 'digital proximity' e-marketplaces, devised as a tool to aggregate supply and demand, and to encourage easy and transparent commercialisation in the context of short

agrifood supply chains. SmartFarmer aims to promote fair trade products which, not entering into competition with national agricultural output, are the product of rural family farming carried out not only in Portugal, but also in developing countries.

VdA participated in the very creation of SmartFarmer, having worked towards the adoption of legislation that would make it possible to establish 'digital proximity' e-marketplaces in the agricultural sector, and has since also collaborated with Oikos in the preparation of the necessary legal documentation and analysis of all legal issues of relevance to the operation and development of this innovative platform.

FAZ – IDEIAS DE ORIGEM PORTUGUESA



In 2016, VdA provided *pro bono* legal assistance, once again, to the winning projects of FAZ – Ideas of Portuguese Origin, a social entrepreneurship initiative of the Calouste Gulbenkian Foundation that involves a competition aimed at discovering and promoting projects in the fields of Environment and Sustainability, Social Inclusion, Intercultural Dialogue and Ageing. The challenge – launched to all Portuguese

citizens from the diaspora who have ideas, talent and the will to do more and better – is a call to all those who, despite their distance, wish to contribute to Portugal’s development through an active, engaged and participative expression of citizenship. The three winners of the 2016 edition, which became entitled to VdA’s *pro bono* legal services as an integral part of the award, were Ocean Alive, V-Tree Solar and JAZZaqui.

IMPACT HUB



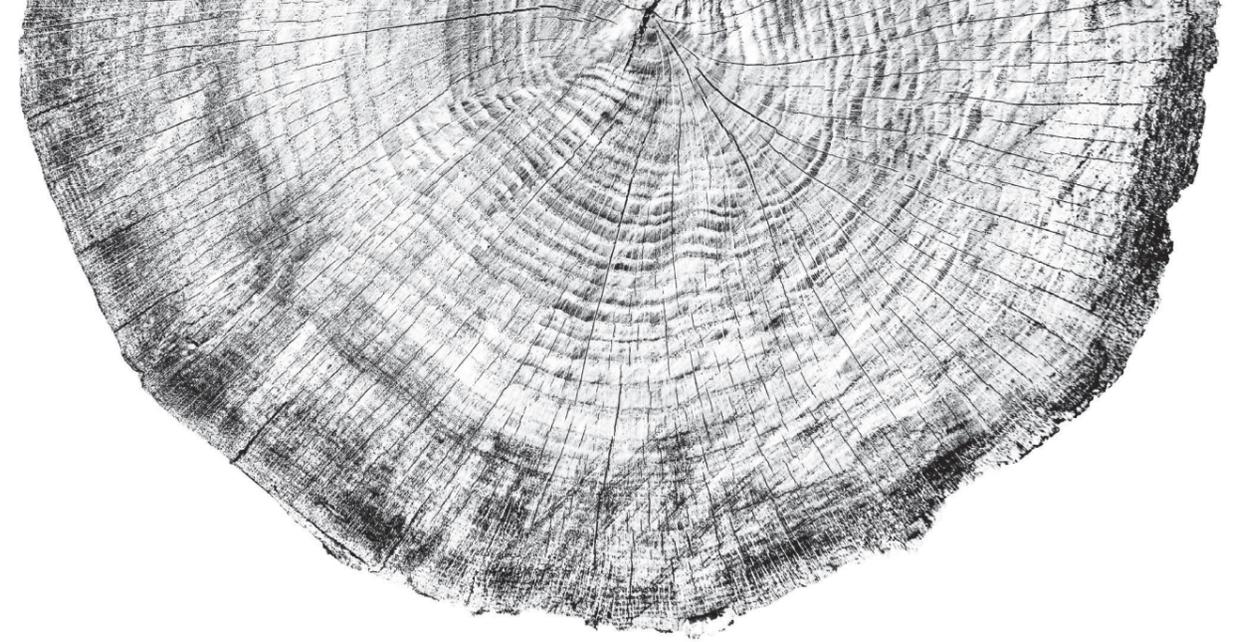
Impact Hub is the largest international impact entrepreneurship and social innovation network, gathering more than 7000 members from over 80 cities, spanning 5 continents. In 2016, VdA collaborated in the founding of the network’s Portuguese representation, having provided the legal support necessary to establish Impact Hub in Portugal and, more recently, to ensure its compliant operation across the various legislative dimensions applicable in Portugal.

Currently operating only in Lisbon, Impact Hub offers social entrepreneurs a co-working space and also organises and promotes, backed by a wide network of partners, events, training sessions, mentoring programmes and consultancy with the goal “of fostering more professional, far-reaching and collaborative impact entrepreneurship, in Lisbon, in Portugal, and across the world”.

THIRD SECTOR CAPACITY BUILDING

One of the pillars of VdA's corporate social responsibility programme is the capacity building of third sector entities and of their governing bodies and staff.

To achieve this, VdA regularly organises, in partnership with various entities, training sessions on legal topics of relevance to the activity of third sector organisations, with the goal of reinforcing their activity and better preparing these organisations to carry out their respective missions.



INTENSIVE THIRD SECTOR ENTREPRENEURSHIP AND INNOVATION COURSE

In 2016, VdA participated in this intensive course jointly promoted by the Eugénio de Almeida Foundation and SEA – Social Entrepreneurs Agency, having presented the topic “How can I develop my social business? Social economy entities in Portugal and social enterprises here and abroad”, from a legal and strategy-defining perspective. The course was aimed at promoting entrepreneurial skills and competencies among those who hold positions of responsibility in the management of private non-profit institutions, thus supporting the development of sustainable high social impact solutions capable of responding to the emerging needs of third sector entities.



ENTRAJUDA LEGAL TRAINING PROGRAMME



ENTRAJUDA is one of VdA's long-standing partners in the area of third sector capacity building. Every year, VdA and ENTRAJUDA organise a set of training sessions directed at the managers of its member entities. The following subjects, among others, have been covered in these sessions:

1. Employment Legislation
2. Contributory Code
3. Legal Regime of IPSS
4. Third Sector Incentives and Benefits
5. Social Businesses
6. IPSS Taxation
7. IPSS Public Procurement
8. Patronage
9. Users' Personal Data: Obligations and Risks

VdA also participates in the annual IPSS Management Training Programme, designed to support executive officers responsible for managing Private Institutions of Social Solidarity, by strengthening their management skills and by clarifying the implications, obligations and benefits stemming from the legal framework governing IPSS activity.

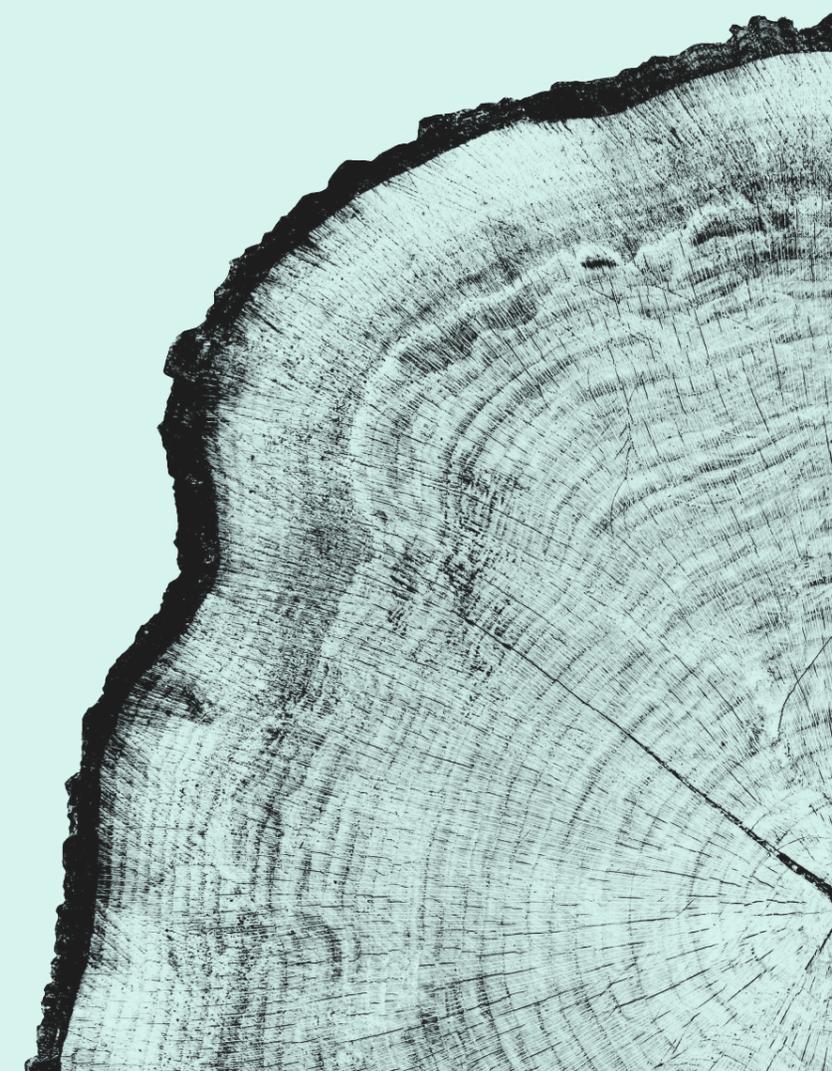
POSTGRADUATE IN THE MANAGEMENT OF SOCIAL ECONOMY ORGANISATIONS, CATÓLICA UNIVERSITY

VdA lectures several modules of this postgraduate course offered by Católica Porto, which is aimed at advancing the qualifications and competencies of managers of social economy organisations, mostly based in the north of Portugal. In 2016, VdA lawyers lectured the modules on the legal regime applicable to social economy entities, public procurement, social businesses, privacy, and employment, among other topics of a legal nature.



CATOLICA
FACULDADE
DE DIREITO

ESCOLA DO PORTO



CORPORATE VOLUNTEERING



VdA continues to rely on the active and committed engagement of many of its lawyers and staff in corporate volunteering initiatives, not only in the context of the volunteer projects proposed by the Firm, but also through the integration of its lawyers in the governing bodies of several non-profit organisations.

VdA's corporate volunteering projects are also open to the VdA Alumni network, thus promoting the involvement of its alumni in this collective effort for the good of the community.

JUNIOR ACHIEVEMENT PORTUGAL



Junior Achievement Portugal (JAP), a non-profit organisation co-founded by VdA in 2005, is the Portuguese counterpart of Junior Achievement, the world's largest youth and entrepreneurship education NGO, which is actively present across all five continents and in all European countries.

In close partnership with the business and school communities, JAP acts to inspire future generations by promoting entrepreneurship, financial literacy and an appetite for risk among young people, through the implementation of entrepreneurship education programmes at schools and universities, spanning all stages of education. During the academic year of 2015/16, 17 of

our lawyers and staff participated in JAP programmes on a volunteer basis, taking their experience and values "into the classroom". These volunteers devoted a total of 173 hours of corporate volunteering to the implementation of 19 programmes, which had a direct impact on 305 students.

VdA also participated in *Braço Direito* (Right Arm – A Day in Your Future), an initiative that offers secondary students the chance to experience a profession they might like to practice in the future by, for example, 'shadowing' VdA lawyers at their workplace for a day, which always proves very rewarding for these students.

The experience of volunteering in my son's (and his friends') class was truly unforgettable and so much fun. Both for me and for them!

Rita Marques

2015 / 2016

17
volunteers

305
students

19
programmes

173
hours of volunteering

This was an extremely enriching experience. Direct contact with the students and their keen enthusiasm fulfilled my day and week.

Joana Heitor

GIRO



GIRO (GRACE, Intervene, Recupérate and Organise) is Portugal's largest corporate volunteering event, organised by GRACE on a yearly basis. The purpose of this initiative, which usually takes place on the same day in several locations across the country, including its archipelagos, is to encourage volunteers from GRACE member companies to spend a day outside their workplace embracing a social or environmental cause. 2016 saw the holding of the 11th edition of GIRO, this time devoted to the Sea and

aimed at raising awareness about the ocean's vital regulatory role and the importance of promoting sustainable local economies. As a member of GRACE, VdA was represented by 40 volunteers who participated in the GIRO event held in Setúbal, organised in partnership with the Ocean Alive cooperative, or in the event simultaneously carried out in the Matosinhos area of Oporto. Our volunteers collected several kilos of marine waste, mainly made up of the plastic packaging that was then used to build an "art installation" on the beach.



TAPADÃO

Within the framework of the Green Project, VdA's environmental sustainability initiative, every year the Firm organises its *Tapadão*, an environmental volunteering activity carried out at the Tapada Nacional de Mafra nature reserve, in "VdA's Zero Carbon Zone" – a plot

reserved for the planting of trees with a view to capturing part of the Firm's carbon emissions. In 2016, in addition to the planting of pine trees, VdA's team of 60 volunteers carried out forestry and forest fire protection activities.



It is gratifying for VdA's lawyers and staff not only to accompany, year after year, the growth of trees planted in previous editions, but also to see that these trees capture increasingly more carbon with each year that passes.



VdALPINISTAS – KILI



As part of the celebrations of VdA's 40th anniversary, in 2016 a group of 28 'VdAlpinistas' mountaineers travelled from Lisbon to Tanzania to climb the Kilimanjaro, Africa's tallest mountain. Given that, for many, overcoming the hurdles of everyday life requires the courage, determination and resilience of an avid mountain climber, the group embraced the cause of accessibility by supporting the Vem Vencer Association. This association represents those with profound physical disabilities, who battle every day to overcome their own limits and for whom carrying out certain tasks is as difficult and challenging as climbing a mountain up to its icy peak, during an expedition lasting several days.

With the invaluable contribution of VdA's lawyers and staff, and of the many companies that also joined in this adventure, €15,500 was raised to be donated, once the group had successfully “conquered the mountain”, to the Vem Vencer Association to help further its mission.



And our VdAlpinistas succeeded in this feat, having been additionally motivated by the goal of guaranteeing that the funds would actually be awarded to Vem Vencer!

Vem Vencer was founded and chaired, until early 2017, by a remarkable young man endowed with an indomitable strength of will. Despite having a profound physical disability, David Varela was not only the first with his condition to successfully conclude an undergraduate degree in Portugal, but he also managed to establish an organisation aimed at ensuring that others like him were offered the conditions to defy their limits, having provided disabled youth with incredible experiences,

notably through “inclusive sport”, and having served as an inspiring role model to those who had the privilege of interacting with him.

In February 2017, and only one month after the ceremony held to award the funds raised by VdA, so vital to helping Vem Vencer achieve its mission, the Firm was surprised with the sad news of David's death, victim of a cardiac arrest. Notwithstanding the tremendous shock felt at VdA, especially among the VdAlpinistas, it was comforting to appreciate just how important the selection of Vem Vencer as the intended recipient of the funds raised proved to be for the advancement of the association's goals and fulfilment of its founder's dreams.

VdA PADEL OPEN

Also in the context of VdA's 40th anniversary and the 10th anniversary of its Oporto office, the Firm organised a charity tournament: the VdA Padel Open, which our client companies based in the north of Portugal were invited to participate in.

This tournament sought to foster interaction and conviviality, through the practice of sport, between VdA's lawyers and staff and the companies that accepted this challenge, with the ultimate goal of raising funds to support the Vida Norte Association, a non-profit organisation working in the Greater Oporto area, with the mission of helping pregnant women and babies in situations of social vulnerability.



FILHOS DO CORAÇÃO – GALA RESGATE SORRISOS

The NGDO Filhos do Coração has the mission of denouncing and eradicating child slavery in Ghana and child exploitation around the world. In June 2016, this association organised the gala event “Resgate Sorrisos” (Rescue Smiles), held in Oporto and backed by VdA in its role as ‘Ambassador’. This gala, which gathered hundreds of people and which secured the pro-bono participation of celebrities like Ricardo Araújo Pereira and Marisa, among others, raised enough funds to finance the meals, healthcare, education and safety of the 93 children already rescued from slavery who live at the Kumasi Foster Centre, in Ghana, established and run by Filhos do Coração in partnership with a local NGO.



This partnership with VdA not only helped Filhos do Coração maximise the funds raised at the gala, through its attendance by many of the Firm's clients, as well as by its lawyers and staff, but also safeguarded all legal (notably tax) issues linked to the event's fundraising component.

CONCERTO ANGARIAÇÃO DE FUNDOS – APOIO AOS REFUGIADOS

VdA sponsored the concert in support of refugees *Música sem Fronteiras* (Music without Borders), held at the Gulbenkian Foundation, through the purchase of tickets, which were made available to our lawyers and staff free of charge. This initiative was jointly organised by several entities, including VdA's partner PAR – Refugee Support Platform, and the event raised substantial funds which were channelled towards ensuring the successful integration of refugee families in our community.



SOLIDARY CHRISTMAS

For the second year in a row, VdA teamed up with the Santa Rafaela Maria Foundation, which implements a diversity of social projects in the Quinta da Fonte da Prata neighbourhood, located in Alhos Vedros, south of the Tejo River. The Foundation's action essentially involves the provision of varied forms of support to the many disadvantaged families living in this neighbourhood. With the contributions in kind of our lawyers and staff, VdA was able to deliver 21 "Christmas hampers" to the neighbourhood's most needy families. Those who volunteered to deliver the Christmas hampers witnessed – and later shared with all of VdA – the importance of this initiative to these families, especially in the context of a particularly impoverished community which, in the absence of such charity drives, would see many of its residents deprived of a proper Christmas Eve.



Each of the Firm's practice areas was challenged to organise a hamper for a specific family and all promptly responded to the appeal, thus guaranteeing that none of the families in question would miss out on a Christmas that included not only a meal fit for the occasion, but also a "special gift" for each family member, whether adult or child.

CHRISTMAS BAZAAR

In 2016, VdA organised its very first charity Christmas Bazaar, which was held at our Lisbon office. The social enterprise Pão com História and the associations Terra dos Sonhos, BIPP – Inclusion for Disability and Obrigado Portugal, all supported by the Firm, were represented at this event.



ROCK N' LAW

Rock'n'Law is a charity musical event bringing together bands from several law firms. Each year, the proceeds from ticket sales are donated to a specific socially relevant project. In 2016, VdA's band, which has participated in this initiative since its launch, performed at yet another successful edition of Rock'n'Law, which raised, thanks to the combined effort of the main law firms operating in Portugal, 71.000€ for SEMEAR – Terra de Oportunidades (Land of Opportunities). This non-profit organisation runs an integrated socio-professional training programme for young adults with special needs.



The letters 'ENV' are rendered in a bold, sans-serif font. The 'E' is a solid vertical bar. The 'N' is formed by two diagonal bars meeting at a point at the top. The 'V' is formed by two diagonal bars meeting at a point at the bottom. The color is a vibrant, saturated green. The background is a detailed, grayscale wood grain texture with various patterns and knots.

**ENVIRONMENTAL
SUSTAINABILITY
GREEN PROJECT**

ENVIRONMENTAL SUSTAINABILITY

The environmental dimension of VdA's Corporate Social Responsibility Programme is developed through its Green Project, an internal sustainable development and eco-efficiency initiative aimed at minimising the negative environmental impact of the Firm's activities.

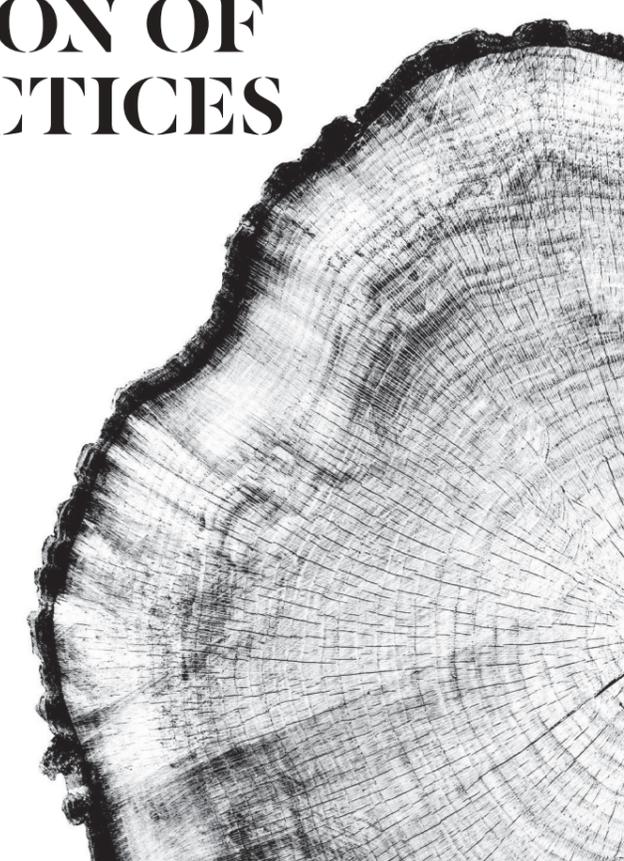
Through the monitoring and reduction of its carbon footprint (notably, by optimising its resource consumption – of both energy and materials) and the adoption of sustainable practices among its lawyers and staff, VdA is committed to taking the first steps towards fostering the 'circular economy', a model for the production of goods and services according to which waste is transformed, using innovative means, into potential sub-products or other materials, thus promoting its reuse, reconstitution and/or recycling. A structuring element of VdA's positioning, the Green Project reflects our ultimate long-term goal of achieving carbon neutral status.

GREEN PROJECT STRATEGY

ASSESS
CARBON FOOTPRINT

REDUCE
CONSUMPTION
AND EMISSIONS
MANAGEMENT

RAISE AWARENESS
PROMOTION OF
BEST PRACTICES



CARBON FOOTPRINT REPORT

We have mapped out a strategy to promote resource efficiency and sustainable consumption in a bid to reduce the Firm's carbon footprint. These efforts culminate in the annual publication and dissemination on our website of VdA's Carbon Footprint Report. The monitoring and reduction of our carbon footprint – i.e. of the greenhouse gases associated to our activity – represents one of the Firm's main eco-efficiency indicators due to the broad range of elements analysed. This Report presents the results of VdA's

annual carbon footprint monitoring efforts, constituting the main evaluation tool of the Green Project, and also serves to report the Firm's results to the Legal Sustainability Alliance (LSA), of which VdA is a member. The values presented in VdA's 2016 Carbon Footprint Report were measured in accordance with the guidelines of the LSA Carbon Footprint Protocol, the LSA Carbon Reporting Tool – User Guide 2017 and the GHG Protocol, using calculation elements adapted to the Portuguese reality.

GREEN BAROMETER

VdA has been committed for many years to reducing its footprint and to achieving carbon neutral status. With the aim of engaging all our lawyers and staff in the Firm's environmental objectives, internal quarterly reports are sent out detailing the levels of consumption measured at the Lisbon office using a specially designed tool called the "Green Barometer".

The Green Barometer measures VdA's environmental footprint in terms of energy, transport and paper consumption, waste production and, more recently, also water consumption. The monitoring of water consumption was introduced in 2016, in line with the best international practices, and represents another important tool in achieving our carbon neutral goal.

GREEN CORK PROJECT



During 2016, more than 17.000 cork stoppers were collected and sent for recycling within the framework of the Green Cork Project. In this way, our Lisbon and Oporto offices continue to contribute towards VdA's sustainability and the promotion of the circular economy. The Green Cork Project, which VdA joined

in 2015, accomplishes its goal of combining recycling and nature conservation through the collection and recycling of cork stoppers. The value resulting from this transformation is then invested in the planting of native Portuguese trees, particularly cork oaks.

CARBON OFFSETTING PROGRAMME



In the scope of its Green Project, VdA launched a Carbon Offsetting Programme through the establishment of a protocol with the Tapada Nacional de Mafra nature reserve. This agreement set aside an area of 31 hectares, forested by a mixed population of hardwood and softwood trees (designated "VdA's Zero

Carbon Zone"), for the annual implementation of the Firm's offsetting measures, having an estimated annual carbon sequestration capacity of 60 tonnes of CO2. In a bid to more effectively achieve its carbon offsetting goals, VdA ensures the plantation of 500 pine trees per year.



ENERGY CONSUMPTION REDUCTION COMPETITION GREEN AWARD

As part of its strategy to increase consumption efficiency, VdA develops an internal awareness campaign and actively encourages its lawyers and staff to participate in the annual competition aimed at reducing electric energy consumption – the Green Award. This award goes to the team that, each year, achieves the

greatest reduction in energy consumption (across several dimensions), per employee. VdA's 2016 Carbon Footprint Report showed a 30% reduction in the Firm's electrical energy consumption; and in 2016 the Green Award was given to the 5th Floor of our Lisbon office, on the occasion of VdA's Christmas Dinner.

WASTE SEPARATION AT VdA

Gradually minimising the environmental impact of VdA's activity across its various offices, which now cover 11 jurisdictions, is an on-going concern of ours. In this context, and with a view to increasing the quantity of waste sent for recycling, appropriately

labelled recycling bins were placed at various points throughout our Lisbon and Oporto offices. This simple measure helped improve the waste production indicators measured at VdA's offices, having achieved a considerable reduction when compared to 2015.



MEET 2030



VdA participates in the project “Meet 2030 – Energy, Climate and Economic Growth – Business Opportunities in Portugal”, launched by BCSD. This project, composed of several working groups and involving a substantial number of companies operating in Portugal,

aims to identify how the Portuguese business sector may come to position itself in 2030, using as a methodological basis the central role of energy in economic growth, sector competitiveness and in the development of new business models.

BEST ENVIRONMENTAL INITIATIVE THE LAWYER BUSINESS LEADERSHIP AWARDS 2016

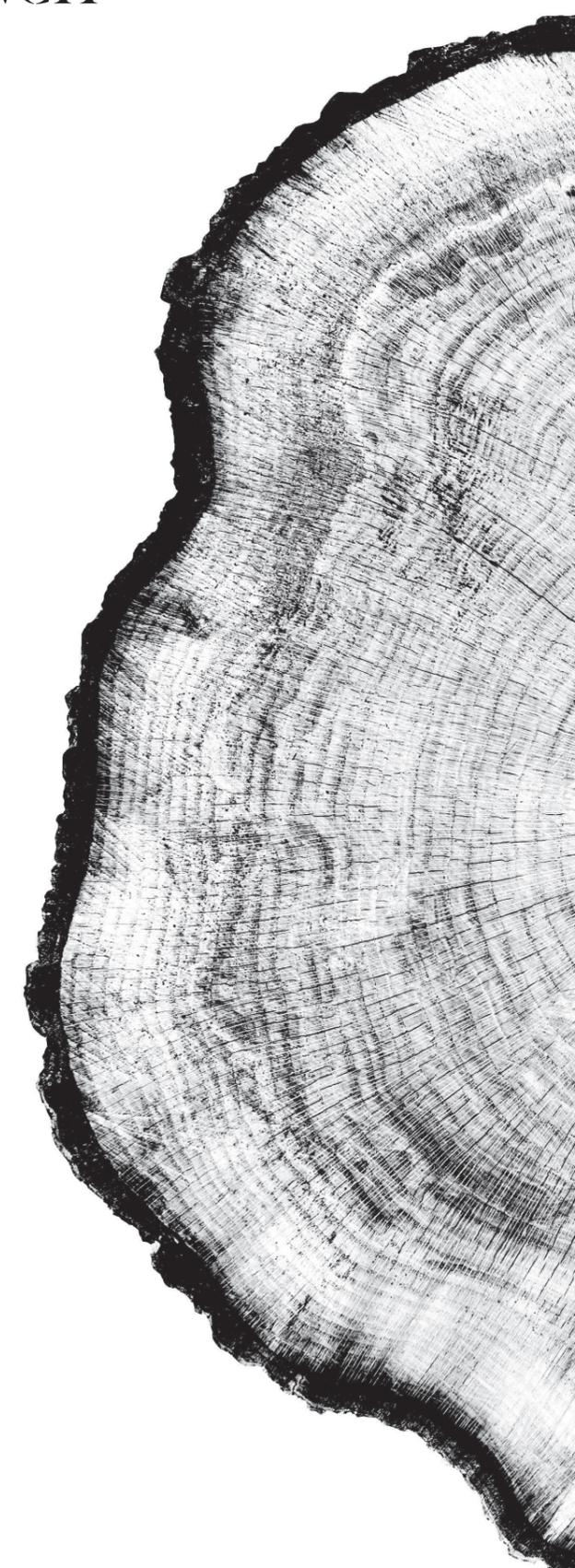
It was with great pride, and a heightened sense of responsibility, that VdA saw its environmental sustainability efforts recognised with the awarding of “Best environmental initiative” to the Firm’s Green Project, in the context of The Lawyer’s Business Leadership Awards 2016.

This prize recognises VdA’s commitment to the promotion of sustainability as a cross-sectional vector of its activity. It was received, at the award ceremony held in London, by Manuel Gouveia Pereira, VdA Managing Associate and coordinator of the Green Project.



SUSTAINABLE DEVELOPMENT TROPHY – LUSO-FRENCH TROPHIES 2016

Testifying to its relevance among the environmental initiatives developed in Portugal, VdA’s Green Project was also nominated for the Sustainable Development Trophy of the Luso-French Trophies 2016, awarded by the Luso-French Chamber of Commerce and Industry.





**TAKING STOCK AND
LOOKING TOWARDS THE
FUTURE: VASCO VIEIRA DE
ALMEIDA FOUNDATION**

40 YEARS OF VdA: CORPORATE SOCIAL RESPONSIBILITY

In commemoration of VdA's 40th anniversary, the Lisbon office organised an event in late 2016, intended not only to highlight the work developed under VdA's Corporate Social Responsibility Programme, but especially to celebrate with its partners the many successes achieved together over the past 9 years.



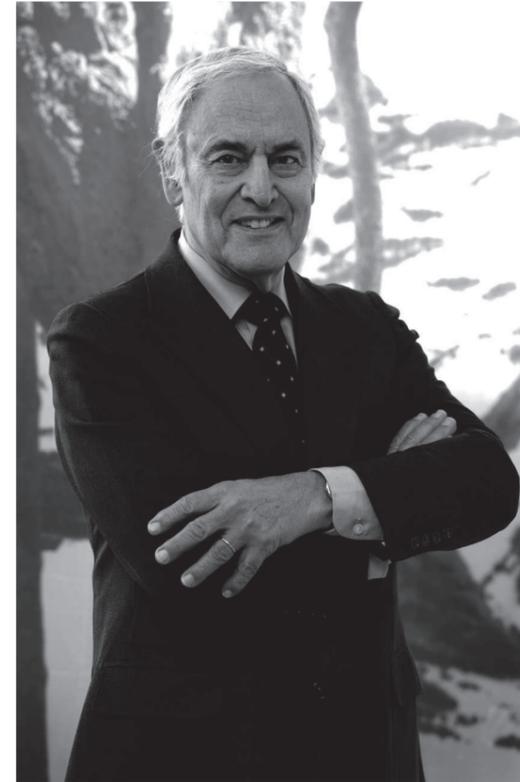
This event included a concert given by the Portuguese Youth Orchestra, followed by a conversation “with people who want to change the world”, which saw the special participation of four of VdA's inspiring and relevant partners in the fields of social responsibility and social innovation: SPEAK, the Portuguese Chamber Orchestra – Associação Musical, Filhos do Coração, and Junior Achievement Portugal.



VASCO VIEIRA DE ALMEIDA FOUNDATION

Vasco Vieira de Almeida Foundation was established by VdA on 13 December 2016, precisely 20 years to the day of the Firm's founding and 40 years after VdA's birth.

The Foundation upholds the example of civic, social and cultural engagement set by VdA's founding partner, Vasco Vieira de Almeida, and gives continuity to the Firm's sustained commitment to social responsibility.



MISSION

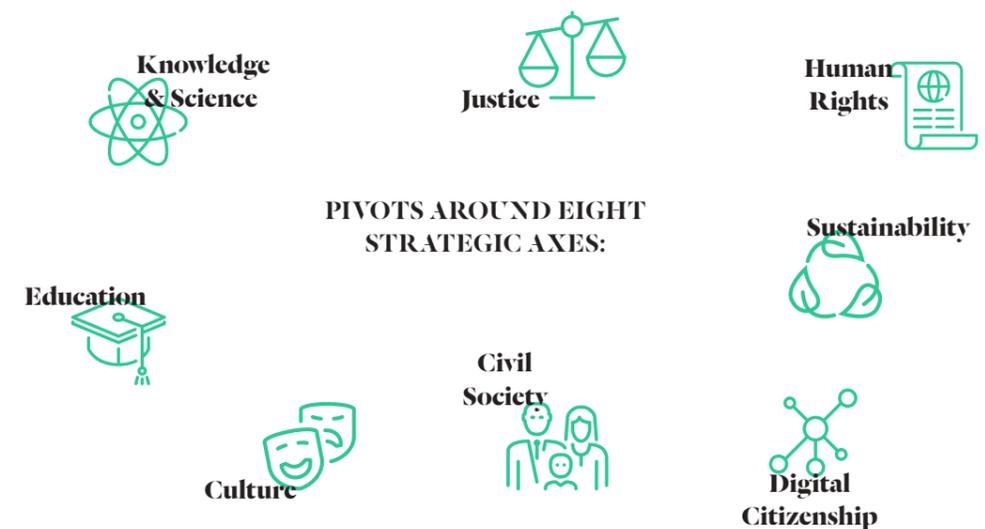
Vasco Vieira de Almeida Foundation has as its main mission the promotion of **citizenship education**, affirming the key role played by education and knowledge in the promotion of human rights and the rule of law. It also aims to actively convey and further implement VdA's commitment to social and environmental responsibility.

A FOCUS ON INNOVATION AND SOCIAL IMPACT

Vasco Vieira de Almeida Foundation aims to develop its activities through creating **innovative solutions** to the challenges characterising the different strategic axes of citizenship education identified below, always with the goal of **maximising the social impact** of initiatives undertaken.

PARTNERSHIPS AND JOINT PROJECTS

To fulfil its mission, the Foundation pursues a collaborative network-based approach, aiming to establish new partnerships and to further strengthen those already existing between VdA and some of the main national and international stakeholders in the social, cultural and environmental sectors.



2016: FACTS & FIGURES

6450h
PRO BONO

Around 150 VdA lawyers
devoted 6.450 hours to
pro bono legal assistance

335h
TRAINING
& CAPACITY
BUILDING

With the participation of
around 20 VdA lawyers, 355
hours were dedicated to
training social sector entities

730h
VOLUNTEERING

Over 100 VdA lawyers and
staff dedicated a total of
730 hours to volunteering
activities

30%
ENERGY REDUCTION

In 2016, VdA reduced its
energy consumption by 30%

120
SUPPORTED
INSTITUTIONS

Legal assistance was provided
to more than 120 institutions



Vda LEGAL PARTNERS

ANGOLA CABO VERDE CONGO DEMOCRATIC REPUBLIC OF THE CONGO EQUATORIAL GUINEA
GABON GUINEA-BISSAU MOZAMBIQUE PORTUGAL SÃO TOME AND PRINCIPE TIMOR-LESTE

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