

CORPORATE SOCIAL RESPONSIBILITY

ANNUAL REPORT | 2014





PRO BONO & COMMUNITY

If excellency is our touchstone,
community is our bedrock.

Corporate social responsibility is a key component of VdA's culture. We have the responsibility of using our knowledge to the benefit of the community. That is what we strive to do, in a committed and dedicated fashion.

In 2014, we kept our commitment to reinforce our partnership with the Third Sector, thus contributing to a developed and strengthened Social Economy in Portugal. We focused specifically on social innovation and social entrepreneurship as we believe that these approaches will have a new and sustainable role in resolving/new and old social problems. We want to be part of a change of paradigm!

In this report, we present the plan which embeds our *pro bono* and corporate social responsibility programme, highlighting the projects which were developed or reinforced in 2014. We look at what has been achieved with pride and believe in a continued growth of this project as well as in its positive impact in the community to which we pertain!





2008



2009



2010



2011



2012

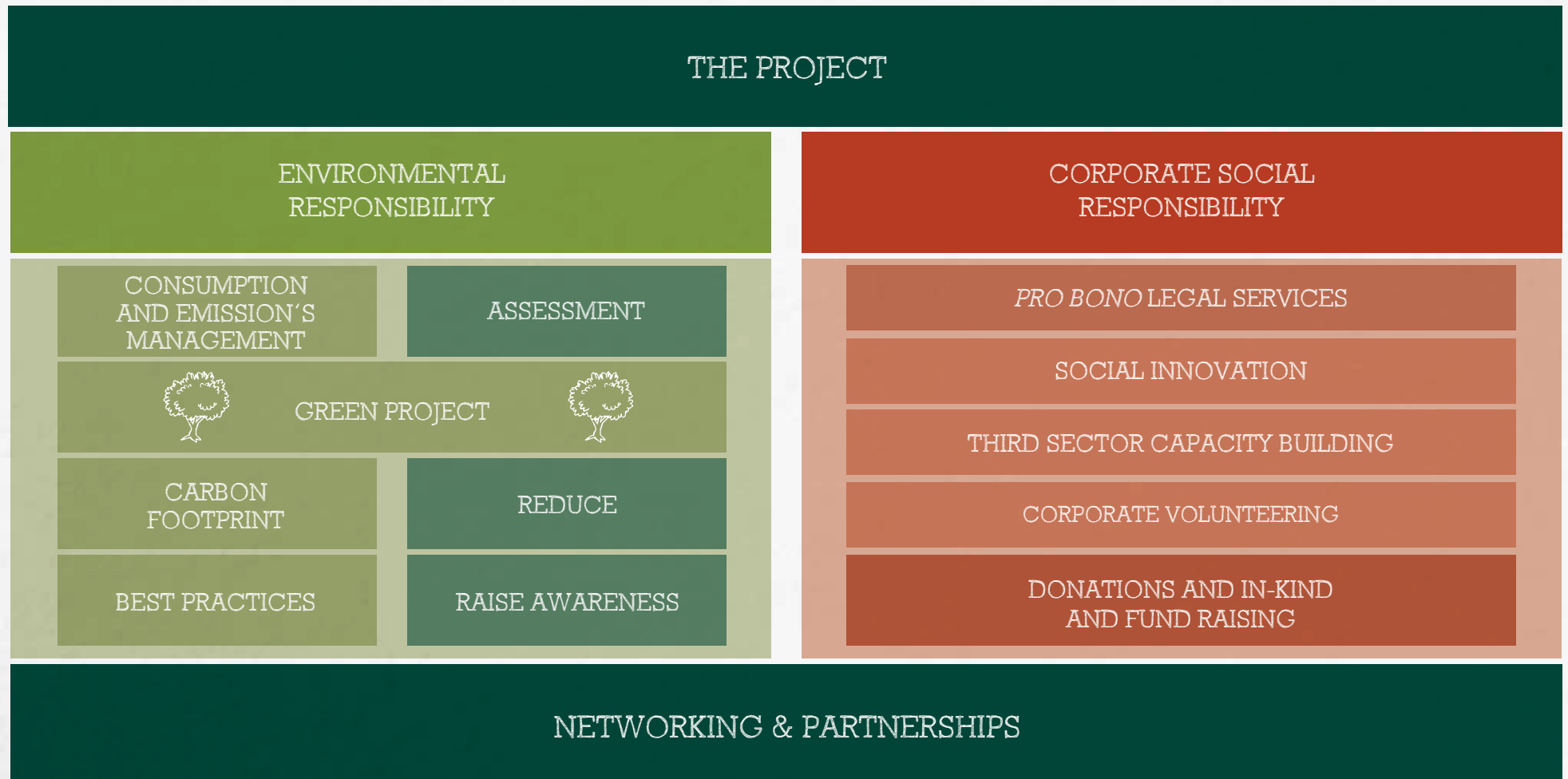


2013



2014

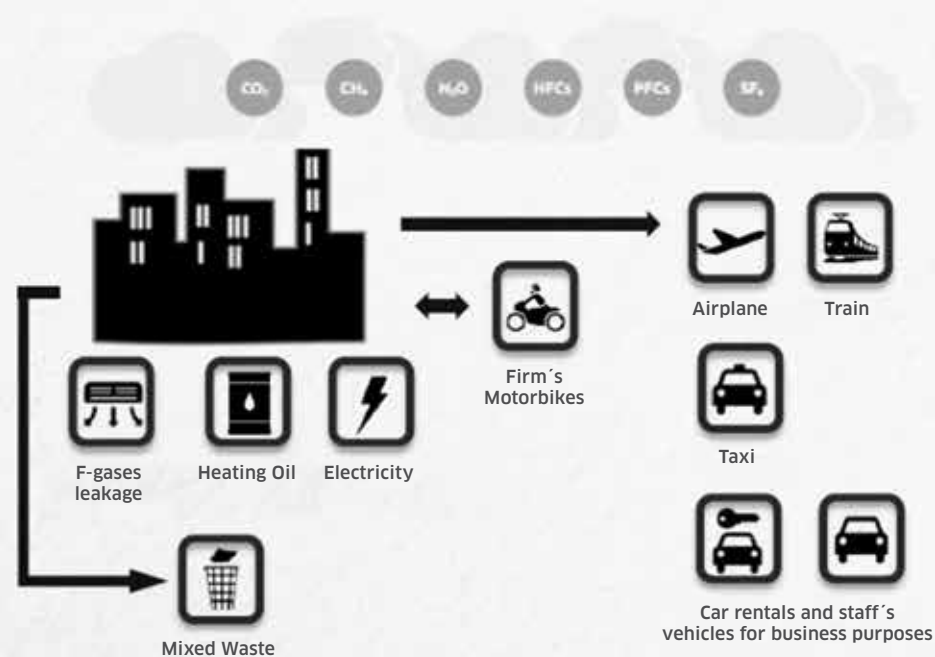
OUR *PRO BONO* AND CORPORATE SOCIAL RESPONSIBILITY PROJECT



THE GREEN PROJECT

The Green Project embodies VdA's commitment to a responsible positioning towards the environment. The Firm is presently using less materials and energy, diminishing the negative impact of its activity.

VdA has the goal of gaining, in time, the carbon neutral status. The Firm is pursuing this objective through the adoption of a number of measures and the implementation of best practices in the workplace.



*IN 2014,
VDA REDUCED
ITS PAPER
CONSUMPTION
BY 10%,
WHICH
CORRESPONDS
TO A REDUCTION
OF 20 TREES!*



As part of the **Green Project**, VdA is a member of the Legal Sector Alliance, an international organization of law firms committed to the adoption of environmentally sustainable practices. This year VdA appears in LSA's 2014 Annual Report. VdA is also a member of BCSD – Conselho Empresarial para o Desenvolvimento Sustentável, striving to galvanize the business community to create a sustainable world for companies, the civil society and the environment.

PRO BONO LEGAL SERVICES

Within VdA's Pro Bono and Corporate Social Responsibility Programme, the Firm allocates a minimum number of hours annually to Pro Bono legal assistance. The goal is to achieve the most regarded international pro bono practices: **around 3% of collectible hours**.

To encourage its members to participate, the hours dedicated to *Pro Bono* work are eligible for the annual objectives of the Firm's lawyers.

ELIGIBLE HOURS

In 2014, 5000 eligible hours were devoted to *Pro Bono* legal assistance.

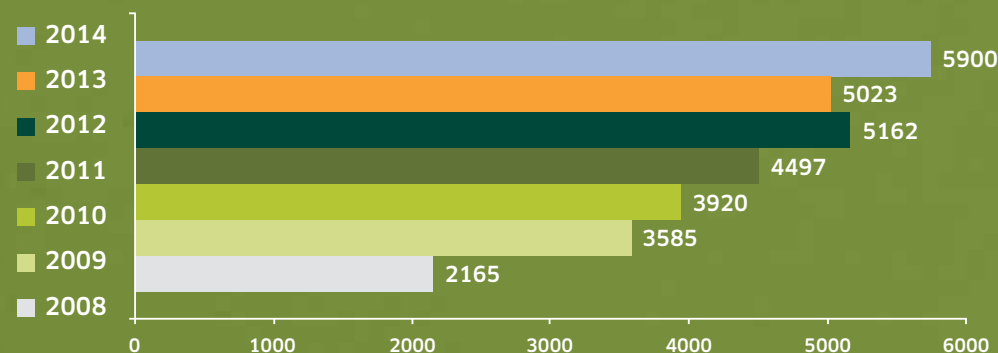
CAPACITY BUILDING

More than 500 hours were dedicated to leveraging capacity building in several Social Economy Organizations.

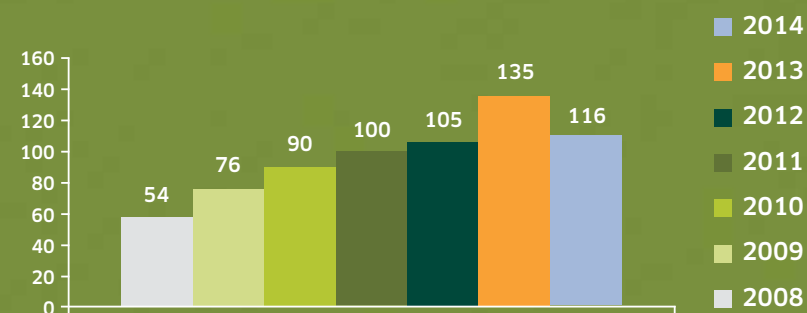
VOLUNTEERING

VdA's employees dedicated more than 400 hours to volunteering activities.

TOTAL OF HOURS | PRO BONO AND CSR PROGRAMME



TOTAL OF LAWYERS



A photograph of three small green seedlings with reddish-brown stems growing out of dark, rich soil. In the background, a bright sun is low on the horizon, creating a warm, golden glow and long, soft shadows. The scene is slightly out of focus, emphasizing the seedlings in the foreground.

Social Innovation Projects that Flourish

One of the focal points of our CSR Programme is to support developing, innovative and entrepreneurial social projects, which define new social solutions and are catalysts of new paradigms in the social economy sector.

In 2014, VdA assisted several entities in defining legal structures that enable the formation of social enterprises, with the purpose of developing in Portugal innovative, impactful and replicable social enterprises that promote social inclusion.

Speak

SPEAK is a linguistic and cultural program where any person can apply to be a volunteer teacher or a student of a language and culture. A teacher of one course can be a student of another course. The courses have people from different origins learning together a new language and culture. Throughout this learning process, the participants get to know other people, learn and explore common interests, break prejudices, misunderstandings and promote mutual comprehension as well as cooperation. This project was co-created by Social Lab and Fazer Avançar Association. VdA elaborated Speaks' entire legal structure and gave legal support in several stages of the process.

The project, initiated in Leiria, has spread to Lisbon, Caldas da Rainha and Coimbra!



Desperdício Zero

The Zero Waste Movement (Movimento Desperdício Zero) was founded with the purpose of fighting food wastage, through the recovery of food products that wound up in the trash bin. This was done with the aim of delivering them to those in need. The Dariacordar Association is responsible for the Movement's onset, albeit other partners, such as Vieira de Almeida & Associates. Dariacordar enabled the creation of a joint effort movement to respond to an unanswered social need: people suffering from hunger. The solution grew upon the daily waste of supermarkets and restaurants and was sought with the help of welfare institutions, charities, NGO's and other associations in delivering food to those in need. Vieira de Almeida & Associates developed a legal structure, based on a contemporary and innovative construal of the law, for social purposes, which enabled the creation of the Movement. Overcoming the legal obstacles enabled the Movement to enter into a number of protocols with Lisbon's biggest Municipalities. This network led to the creation of a Municipal Model, through which the Municipalities identify families in need and share this information with the organizations responsible for the delivery of the goods. In 2014, FAO published the Movement's Manual to replicate this structure throughout the world.



biovilla

biovilla aims to promote the social, economic and environmental development in an integrated and balanced way through practices and innovative business models that put Sustainability at the center of their action. biovilla bases its activity on 4 pillars: feed, learning, accommodation and accompaniment. It's mission is to bring Sustainability to the day-to-day life of the Portuguese. VdA provided legal support to biovilla, by creating Community Investment Titles – a financial alternative to EU funding which involves the community. This was applied without the involvement of the standard financial intermediaries, i.e., Banks, Mutual Guarantee Companies, Venture Capital Companies and/or the State.

Projeto Marias

The Project has the purpose of establishing a network for the economical disadvantaged layers of the community, by specializing in domestic services. This framework allowed VdA to reach a legal solution for an existing problem in the Portuguese society. A problem exacerbated by the economic crisis – employability and social exclusion. The result was a new and distinct application of existing legal instruments.

This solution allowed the implementation of the project, which tackles unemployment and precarious employment in socially disadvantaged neighborhoods, reinforcing employers' trust in workers from those neighborhoods.



Within this framework, it is important to stress the partnership established in 2014, between VdA and *PRO BONO*.

PRO BONO emerged as a response to an existing loophole in Portugal - the mediation between the supply and demand of legal services for the disadvantaged layers of the population, in cooperation with associated legal firms. *PRO BONO*'s mission is to simplify the access to justice, specifically, of those in need, complementing the existing public legal support. This is done innovatively, through the involvement of law college students, intertwining multiple partners in a virtues circle: lawyers, students, mediators, universities and welfare charities. This project strives to promote legal solidarity as an agent of change and social cohesion. Furthermore, it has introduced legal volunteering in some law schools' curricula, in a practical approach.

By supporting who supports, *Pro Bono* helps welfare charities in accomplishing their missions' and satisfying their beneficiaries' needs.

In 2014, VdA became a partner of yet another promising social innovative project in Portugal - *PRO BONO*.



AN EVALUATION OF THE PROCESS IS DONE WHEN A CASE COMES TO AN END.

PRO BONO MONITORS THE CASE, ANALYZING STUDENTS' REPORTS AND CONTACTING THE PARTS INVOLVED.

SELECTION OF THE LAWYER AND STUDENT, WITH THE KNOWLEDGE OF THE PARTNER INSTITUTION.

MODUS OPERANDI



1ST MARKETPLACE IN PORTUGAL

The Marketplace is a social market which has the purpose of uniting in the same event companies, local authorities, schools and welfare charities, in an informal manner. The *ambience* is dynamic and the objective is to combine the demand with the supply. Marketplace is coordinated by FIX SOCIAL ENGAGEMENT.

The Marketplace promotes cooperation between companies and welfare charities, considering each one's interests and resources. The first Marketplace in Portugal took place in Estufa Fria, in Lisbon, in November of 2014.

VdA was the only law firm to attend this event and due to it celebrated new cooperation protocols, thus giving pro bono legal support to yet more welfare charities.

This 1st edition excelled the expected outcome. 122 matches between companies and welfare charities were formalized with an estimate of 220.000€ in social impact as a result of the achieved partnerships.

Fix Social Engagement
will be an ambassador
of the concept,
promoting and supporting
the organization of
Marketplaces in several
Portuguese cities.



JADE PORTUGAL

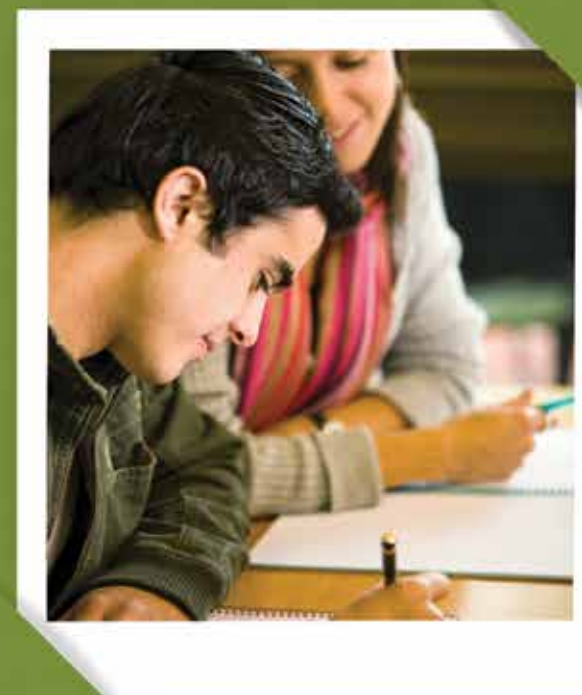
Founded in 2005, JADE Portugal – Portuguese Junior Enterprise Federation is a non-profit organization, which has the Portuguese Junior Enterprises as associates – organizations formed and managed exclusively by undergraduate and postgraduate students of higher education, which provide low-cost services for companies, institutions and society.

JADE currently has 11 Junior Enterprises and accompanies 25 Junior Initiatives (non-federated Junior Enterprises, in a growing process).

The Junior Enterprises and Junior Initiatives Network entails several areas: Economy, Investigation and Development, Law, Engineering, Psychology, Marketing and Communication, Consultancy and Technological Support.

The network has a geographical distribution which covers a high percentage of the Portuguese territory. JADE Portugal is a member of JADE, the European Confederation of Junior Enterprises.

In 2014, VdA signed a pro bono cooperation protocol with JADE Portugal, under which it was agreed VdA would provide legal support and capacity building, among others. VdA and JADE Portugal share the belief that promoting an entrepreneurship attitude among students, fomenting a “learning-by-doing” logic, augments employability and success in the labor market integration. At a moment when youth employability is one of the largest social problems in Portugal, VdA strives to implement this organization’s activities, thus boosting the junior enterprises’ success.







Alliance for Social Impact Investment

The project *Alliance for Social Impact Investment* is financed by the European Union and aims at identifying and establishing partnerships between investors and other interested parties, developing a financing platform to boost social enterprises, as well as creating the necessary legal framework for their existence. Social enterprises arise from a cause and a social vision, combining social impact with the projects profitability, yet privileging social outcome.

The consortium which gave birth to this project is formed by TESE – Association for the Development, Finance for Social Impact, Sair da Casca – Sustainable Development Consultancy and VdA. *Comptoir de l'Innovation*, one of the largest social enterprise investment funds in Europe, will accompany this initiative, sharing its expertise to develop the project.



ASII started by diagnosing the social enterprise situation in Portugal, with the cooperation of various participants and a comparison with other countries (namely, France and United Kingdom), known as examples to follow. Due to the difficulty to access quantitative data, ASII used a *top-down* approach, starting by identifying best practices and critical factors for success in the implementation of this new market in Portugal. The phase projected for 2015 will consist of working with a number of social entities in order to develop social enterprise projects, followed by their presentation to private investors. ASII will focus on identifying entities with a relevant dimension, with proven social support models and recognized technical skills, thus augmenting the investments' social impact and reducing risks. As the legal partner of the consortium, VdA has the purpose of legally structuring the new social enterprises which arise from ASII's work

CORPORATE VOLUNTEERING

Junior Achievement Portugal

Once more our members actively participated in VdA's corporate volunteering, both in the annual volunteering projects offered by the firm and in several non-profit organizations' corporate bodies. Within the corporate volunteering projects, Junior Achievement Portugal's programs must be mentioned, due to its importance to VdA and our members' enthusiasm and commitment to them.





JAP urges the members of its associated companies to go into classrooms and share their time and experience with students of all ages. The purpose is to foment the students' taste for entrepreneurship. During the 2013/2014 school year, 40 VdA volunteers participated in this corporate volunteering project. These volunteers participated in 6 programs, comprising 34 classes, covering different educational levels. Some students had the opportunity of experiencing a day at work with the firm's lawyers.



During the VII National Competition of the "Company" program, organized by JAP, the distinction of Best Overall Company was awarded to **4Baby** of Magestil Professional School, in Lisbon, which developed **Probaby**, a universal pacifier adapter with "two flaps, with a mechanism which encloses the pacifier when in contact with the floor, thus protecting it and avoiding bacterial transmissions". VdA welcomed **4Baby** which presented its business idea to the firm, before travelling to the international competition in Estonia. During one morning, VdA members challenged the **4Baby** creators (students) with several questions, in order to prepare them for the European event.

4Baby won the *Remarkable Customer Service Award*.

In 2014, VdA was part of JAP's Board and the General Assembly's Table

este ano
foi ainda mais
giro
porque,
às empresas associadas,
juntaram-se Universidades
e Organizações da Economia Social.
A todos os convidados
e voluntários
OBRIGADO
por terem contribuído para um
Portugal mais Verde.

GIRO Project

GIRO Project (GRACE, Intervene, Recover and Organize) is an annual GRACE initiative, comprising the largest corporate volunteering event in Portugal. Every year the initiative assembles hundreds of volunteers from dozens of GRACE associated enterprises, around the requalification of premises and equipment activities of non-profit organizations or of disadvantaged neighborhoods and also environmental requalification activities.

The purpose of this one-day national spread project is to promote a day out of the office, to embrace a solidarity or environmental cause, with the intent to raise awareness to Corporate Social Responsibility in the participant enterprises. VdA, as a GRACE associate, actively participated in GIRO 2014.

In this year's GIRO, we helped Grupo Flamingo, which has the purpose of raising awareness amongst the population towards Nature and its preservation.

During this initiative, the main purpose was to remove invasive species followed by the cultivation of indigenous species. This event took place in the Botanical Reserve of Mata Nacional dos Medos, a Protected Landscape in Costa da Caparica.

A VdA partner is one of GRACE's Vice-President



GIRO 2014 had the purpose of integrating different audiences such as associations and college students, to broaden horizons and awaken an environmental and social conscience, thus sensitizing to environmental impactful behaviors.



REPORTAGEM Mais de 900 voluntários de 50 empresas e organizações largaram ontem as secretárias e os computadores e foram limpar a mata de espécies invasoras **Por Cristiano Pereira**

Trocam escritório pela terra

São administradores, advogados, técnicos de informática, bancários, doutores e engenheiros. Ontem largaram os escritórios, os fatos e as gravatas, os computadores, a papelada e o ar condicionado e foram enfiar as mãos na terra.

Em todo o país foram mais de 900 que se disponibilizaram para o "Giro", uma iniciativa de voluntariado corporativo organizada pelo Grupo de Reflexão e Apoio à Cidadania Empresarial (GRACE), e que promoveu cinco ações ambientais noutras tantas locais. Dentro de dias, a iniciativa decorre na Madeira e nos Açores.

Ao final da manhã, o JN encontrou cerca de 200 voluntários na Mata dos Medos, próximo da Fonte da Teiça, a sul da Costa da Teiça. Passaram o dia de ontem a retirar espécies invasoras e a replantar espécies naturais que sejam indicadas para o local.

Tudo isto devidamente orientado por técnicos do Grupo Flamingo, uma associação de defesa do ambiente. A espécie invasora era o chorão, um arbusto rastejante que impede que outras espécies se desenvolvam. "Mais nada cresce onde ele cresce e a biodiversidade baixa significativamente", explicou-nos Mauro Hilário, do Grupo Flamingo. À tarde, os voluntários plantaram 300 medronheiros.

"Eu larguei tudo para vir aqui ajudar a mata a livrar-se desta espécie invasora", disse-nos Margarida Couto, sócia da sociedade de advogados Vieira de Almeida & Associados. E será que os seus clientes aceitam que se balde à advocacia? "O telemóvel deixamos sempre disponíveis para o trabalho, mas eles não só percebem como também valorizam", referiu a advogada. Só da sua empresa vieram 35



Voluntários em ação na Mata dos Medos

trabalhadores. "As pessoas gostam de realizar a sua dimensão humana e social", apontou.

"Esta é a maior ação de voluntariado empresarial que

existe em Portugal e este ano bateemos todos os recordes porque temos 900 voluntários no terreno", sublinhou Maria Domingas Carvalhosa, vice-presidente do GRACE

em representação da Lift, uma consultora de comunicação.

A nona edição, cerca de 50 empresas e organizações juntaram-se a esta ação. ●

"Vamos plantar 300 medronheiros, que é uma planta que, se der fruto, se adapta bem aqui".

Mauro Hilário
Grupo Flamingo



"Larguei tudo para vir aqui ajudar a mata. Os clientes não só percebem como também valorizam".

Margarida
Couto
Advogada



Third Sector Capacity Building

VdA regularly develops, in partnership with various entities, training initiatives in legal issues. The target audience is formed by IPSS (welfare charities), staff members and other not-for-profit organizations.



ENTRAJUDA, is one of our key partners, with whom we participate in the IPSS Management Formation Program, designed to support the leading executives responsible for the executive management of welfare institutions.





VdA cooperates with **Pós-Graduação em Gestão de Organizações da Economia Social** of Universidade Católica in Oporto, which has the purpose of developing the organizations' staffs qualifications and skills.



VdA continued to dedicate a significant number of its *Pro Bono* and Corporate Social Responsibility allocated hours to Centro Português de Fundações (The Portuguese Foundations Centre)

This Associations' Mission is the institutional improvement of the Portuguese foundational sector, ensuring conditions for its members ongoing capacity building and the establishment of partnerships and networking between them.



Donations &
In-Kind and
Fund Raising





Um padrinho um amigo

VdA padrinha

Oporto's VdA office sponsored a child from the Centro Social Paroquial de Nossa Senhora da Vitória, a shelter home for children from dysfunctional families.

Godfathers Project Ajuda de Berço

In 2014, VdA continued its association with the in-kind and fund raising initiatives for "Miguel". "Miguel" is VdA's "godson", within the Godfathers Project of Ajuda de Berço. The purpose is to support the annual expenses of one of the institutions' children.

This is one of the projects involving the largest number of the firm's members, in in-kind raising, such as diapers, milk powder, baby porridge and other essential items for the children sheltered in Ajuda de Berço.

CHIMBORAZO

THE NEAREST TO THE MOON

Mount Chimborazo, in the Equator, is the highest point on Earth, when measured from the center of the earth in relation to the top (instead of the sea level). It has an altitude of 6.320 meters.

The goal of this challenge was clear: "To reach the nearest point on Earth closest to the Moon. To overcome ourselves through effort and mutual help, taking with us a solidary cause and...TOGETHER TOUCHING THE MOON".



FOUR FRIENDS FOR A CAUSE

During the hike, 22.500€ were raised, among private and corporate clients, which would be donated to three welfare charities - Ajuda de Berço, Escolinha de Rugby da Galiza and Diferenças, if the goal - to touch the moon - was fulfilled. And it was.



Ajuda de Berço is a Welfare Charity (IPSS) that fosters children from 0 up to 3 years old, in need of urgent protection from unsafe contexts, such as maltreatment, sexual abuse, alcoholic or drug addict parents, prostitution and abandonment.



It is a space of community intervention, through rugby, which foments children and teenagers sports and social skills. It is part of Galiza's ATL, with the mission of "constructing a just and dignified community where everyone's life is loved, respected, defended and promoted".



APPT21/Differences is a Welfare Charity (IPSS) that works with children with disabilities, particularly with children who have trisomy 21. The Institution assembles doctors and outstanding professionals of different areas, with specific capacities and expertise, working in Portugal. APTT21/Differences offers several support services for all the development disorders.

VdAlpinistas "touched the moon" and these 3 institutions had their mission reinforced with the financial support attained.



ROCK'N'LAW

Rock'n'Law is an initiative where musical bands, composed by lawyers, perform. The amount raised with tickets reverts to a social cause. In 2014, the project chosen to receive this value, was Re-Food, an innovative project which re-distributes food in perfect condition, deemed to be unused. The food is redirected to those in need.

In the last five editions **Rock'n'Law** supported 12 social solidarity projects and raised almost 257 000€.





Casa das Cores

VdA participated in a toy, clothes and school materials fund-raising, for children between 3 and 12 years old, pertaining to Casa das Cores, organized by Creche do Gato Amarelo. This Creche organizes an annual solidarity event, in favor of institutions working with children at risk. This year Creche chose Casa das Cores, a temporary shelter home for endangered, battered or neglected children.

Champions League VdA

Once again we held a solidary football tournament. In 2014, we supported Bagos d'Ouro Association, with the mission of helping Douro's children and teenagers in need, by accompanying their school process and promoting opportunities for the development of successful life stories. The donations amounted to 1.000€.



Juntos Contra a Fome

In November, VdA participated in the campaign: "Fighting Hunger Together", an initiative of CPLP (Community of Portuguese Speaking Countries) and FAO, with the purpose of mobilizing society to the construction process of a Community free from hunger. CPLP organized a Running marathon (10km) | a Walk (5km), in which VdA participated with a donation and its runners (VdAthletes).

NETWORKING AND PARTNERSHIPS

With the intent to augment the social impact of its initiatives, VdA privileges networking, as well as partnerships with Third Sector entities and with entities that share the firm's concerns and values.

Within this context, we should mention our networking with GRACE and BCSD, along with the partnerships with Entrajuda and Centro Português de Fundações.



GRACE – Grupo de Reflexão e Apoio à Cidadania Empresarial – was founded on the 25th of February 2000, by a set of enterprises, mainly multinational, interested in furthering the business' sector role in social development. GRACE designed a pioneer initiative as a Portuguese non-profit association, focused on Corporate Social Responsibility.



BCSD Portugal – Conselho Empresarial para o Desenvolvimento Sustentável, founded in 2001, is an organization of enterprise leaders with an envisioned future, and striving to galvanize the business community to create a sustainable world for companies, the civil society and the environment. Leveraged by strong relations with different stakeholders, BCSD acts as a driver for change in public policies, regarding sustainable development.





Entrajuda is an IPSS (welfare charity), founded in April 2004, and recognized as a public utility collective entity in April 2005. Entrajuda has the purpose of strengthening the non-profit sector, namely the welfare institutions. Thus, Entrajuda is instrumental for the institutions' access to the necessary means and resources that enable decisive action regarding social inclusion and diminishing poverty.



The CPF (The Portuguese Foundation Centre) is the national association of Portuguese foundations. Created in 1993 under the initiative of the Eng. António de Almeida Foundation, the Calouste Gulbenkian Foundation and the Oriente Foundation, the CPF was an institutional response to the need for a platform that would serve as sole mediator between foundations, State Authorities and other civil society organizations.

CPF's mission is to be a platform for the institutional improvement of the Portuguese foundation sector, working to ensure the development and impact of its members' activities, while promoting potential partnerships and network activities.

NETWORKING AND PARTNERSHIPS

Uni.Network

In 2014, GRACE developed a new project - Uni.Network - in order to connect Portuguese colleges and companies, regarding corporate social responsibility. VdA will provide volunteers who will share their professional experience in Colleges. Furthermore, VdA will offer Summer Internships to students who win GRACE's Academy contest. This contest will award students who develop coherent projects regarding corporate social responsibility.

New Leaders | Training

VdA members participated in this training workshop, composed by four sessions, during four months. The sessions had the following themes: 1) Lead to Serve; 2) Sharing Economy; 3) Entrepreneurship and Innovation; 4) Sustainability Challenges.



"Social Responsibility and Corporate Governance" Conference

VdA supported GRACE in the organization of the Conference, in which Professor David Chandler was the keynote speaker, co-author of the book "Strategic Corporate Social Responsibility". The Conference took place on the 27th of November in Euronext.

NETWORKING AND PARTNERSHIPS



In 2014, VdA renewed its partnership with VdAcademy and TESE, with the purpose of providing law students the possibility of developing their soft skills, and boosting their employability. These year, VdAcademy Spring School expanded the project unto Coimbra, within the partnership established with Coimbra's University Law School.

During a week, the most valued soft skills were developed, such as negotiation, teamwork and presentation methods. Alongside, there was time to increase self-awareness, with the aim of harnessing individual talents. This project focuses on individual development designed to complement the legal skills (hard skills) taught in college.

The training initiative was a result of VdAcademia, TESE and VdA's accumulated experience, regarding youth labor market integration. There was participation of other entities in the initiative, namely specialized consultants that work with law firms, such as FIND and Dave Morgan.

Four of the students with the best performances in this initiative had the opportunity of attending VdA's Summer Internship Program.

All revenues resulting from fee registrations (with the symbolic price of €50), were donated to Faz-Te Forward program, promoted by TESE, with the purpose of increasing employability and social professional youth inclusion, that face significant barriers in gaining access to the labor market.

PRO BONO LAWYER AND GREEN AWARD 2014

Testimony Maria Folque

To be a lawyer in VdA's social sector is to have the privilege of being in permanent contact with captivating projects led by people committed to making a difference in Portugal. The opportunity of working with these clients, during this last year, has allowed me to become acquainted with several projects which, I believe, have the potential to add value in multiple areas. Furthermore, this experience has enabled me to think more out of the box.



Testimony Alexandra Fontes

We saved in a natural fashion! We started to have the basic (and essential) precautions which make a difference in the energetic consumption. From lamps to computers, everything which consumes electricity started to be seen as such. This change of perspective, with the environmental repercussions in view, was determinant for our floor to win the Green Award!



We Support our Pro Bono Partners' Causes







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