



ESG Policy – Simont Braun

Simont Braun created an ESG committee in 2022 aiming to listen, promote and centralise all initiatives within the firm. This committee reflects our diversity across gender, generations, and roles, and is dedicated to the continuous improvement of our ESG practices. It regularly communicates on key actions and progress, ensuring transparency and accountability.

Sustainability commitment & actions

Environmental sustainability, social responsibility and good governance are essential to our progress as a society and as a firm. At Simont Braun, we are committed to walking the talk towards better sustainability, diversity, inclusion, and good governance practices.

We actively promote and implement ESG values within our firm, in our interactions with our clients and other actors in our value chain and with society at large.

Internally, everyone is encouraged to contribute ideas to reduce our environmental footprint, enhance diversity and inclusion, strengthen governance practices and improve overall well-being at the office. To foster this, we have set up an “ideas box”, offering all team members the opportunity to share innovative proposals. Our managing partners and our office manager maintain an open-door policy, welcoming discussions and suggestions from all colleagues.

In addition to our internal initiatives, we assist our clients to comply with ESG regulations and manage their environmental impact. We provide up-to-date legal advice and assist them in implementing adequate reporting, efficient measures, etc. and several of our members are regularly publishing scientific works or participating to seminars (including as speakers) on these topics. We are actively involved in impact finance, corporate governance and environmental transition projects.

More broadly, clients who aim to generate positive societal impact rely on Simont Braun to help them align sustainability goals with strategic and financial objectives, as they both are important to create valuable and meaningful legal entities.

Diversity, inclusion & governance

At Simont Braun, diversity, social equity, inclusion and proper governance are embedded in our DNA. These values are an essential component of our internal culture and external strategy, as we firmly believe long-term prosperity and a genuine sense of belonging are improved when ensuring diversity, social equity and inclusion, and when nurturing the rights and well-being of every individual.

This process starts in-house as we place great emphasis on diversity and the physical and psychological well-being of our lawyers and staff through a range of initiatives, including:

- promoting work-life balance and flexible scheduling via digital tools;
- providing access to external psycho-social support; and
- offering wellness benefits such as gym subscription and wellness week.

Our lawyers are also actively involved in pro bono work for non-profit organisations, for example in the humanitarians' sector or in the development and protection of vulnerable individuals.

In terms of gender diversity, Simont Braun has always placed great emphasis on empowering and retaining women all the way to the top. Since our foundation, women have consistently represented around one-third of our partners. Although this proportion has temporarily decreased due to recent retirements, the next generation (counsel level) is predominantly female and the firm actively support their further development. Gender diversity has long been a reality at Simont Braun, even before it became an important topic. Today, the majority of our associates are women and our managing partners form a balanced female-male leadership duo.

At Simont Braun, we believe that good governance is built on transparency, participation, communication and business ethical conduct. We have taken action to reach these objectives.

Simont Braun is fairly transparent regarding its organisation and its decision-making processes. We also have many internal communication channels (notably via our intranet) to keep our stakeholders informed of internal measures, news, events, newcomers, etc. Simont Braun has also implemented participative systems such as the forum described below.

We believe that such concrete measures can stimulate the sense of belonging and commitment within the firm. They make all stakeholders feel involved and care about their workplace and colleagues, many of them having developed strong friendships among them over the years.

Finally, Simont Braun maintains an uncompromising stance regarding professional and business ethics (especially independence, integrity and confidentiality). We try to go one step further, both internally and externally, and raise awareness on the importance of these principles in providing legal services to clients and in assisting the bars' official organisations on these topics.

Internal actions

At Simont Braun, we are committed to cultivating a workplace where everyone feels respected, valued and included, regardless of gender, origin, academic background, age, sexual orientation or any other personal characteristic.

To translate this commitment into action, we have implemented a series of concrete actions to improve inclusiveness and good governance within the firm:

- **Buddy system:** Every newcomer at the firm is paired with an internal buddy, a dedicated point of contact responsible for welcoming them, answering their questions, and ensuring their smooth integration. This relationship continues over time, offering ongoing support and connection.
- **Discussion forums for associates:** All associates gather on a regular basis to discuss ideas and suggestions to improve their wellbeing, the firm's governance and inclusion at all levels. Reporting and follow-up is then made directly with the managing partners.
- **Discussion forums for staff:** Similar meetings between staff members are regularly organised with the same objectives, reporting and follow-up to ensure giving the staff a safe place to discuss and make suggestions.
- **Inclusive meetings and events:** All internal meetings are designed with flexibility in mind, taking into account work-life balance, work schedules, family responsibilities, and religious celebrations. During team meetings, we promote a "tour de table" system to make sure every participant has the opportunity to express themselves.

Simont Braun also regularly organises internal workshops and events on chosen topics related to sustainability and well-being. Recent initiatives include sessions on stress management, workplace ergonomics, and a bike workshop to encourage sustainable mobility.

These initiatives reflect our belief that inclusion and good governance are not abstract ideals, but daily practices that shape a healthier, more engaged and forward-thinking workplace.

Social commitment

At Simont Braun, our commitment to inclusion extends beyond the walls of our firm. We actively contribute to building a more inclusive society through meaningful pro bono engagement and support for charitable initiatives:

- **ToekomstAtelierdel'Avenir (TADA):** this Brussels-based organisation strives to integrate vulnerable children and teenagers by proposing weekend schools and practical workshops led by professionals. It organises educational activities to inspire and motivate young people and build bridges for a more inclusive society. For several years, Simont Braun has participated annually by

animating interactive sessions for children, introducing them to the work of lawyers and other professions within the justice system. These encounters help break down stereotypes and foster mutual understanding, benefiting both the participants and our lawyers.

- For almost 20 years, Simont Braun has joined the [Legal Run](#) team in the 20km race through Brussels, supporting a different local charity each year.

Simont Braun also supports several organisations, through both financial contributions and our lawyers' substantial pro bono involvement (as board members, with pro bono legal advice, etc.). We are, for example, strongly connected with the [Maison des Migrants](#), [Chapelle de Bourgogne](#), [Infirmiers de Rue ASBL](#) and [Pairi Daiza Foundation](#).

These partnerships reflect our belief that legal professionals have a responsibility to use their skills to support those working for social and environmental progress.

Memberships

Simont Braun has been and still is a member of several organisations linked to sustainability topics. Some concrete examples are listed below.

- Simont Braun is a co-founding member of the [Legal Diversity & Inclusion Alliance \(LDIA\)](#), a collective network launched in 2018 by several legal practitioners in Belgium. By joining LDIA, members confirm their commitment to creating a diverse and inclusive working environment, exchanging good practices on diversity and inclusion, sharing on their challenges, and raising awareness on non-discrimination and diversity issues by combining efforts to organise workshops and other activities. Several members of our team participate to events organised by LDIA, notably on LGBTIQ+ rights or on raising mental health awareness. Simont Braun also recently hosted one of these events at our offices.
- We are also part of [Guberna](#), an association with the mission to stimulate good governance in all organisations in Belgium. It has notably actively contributed to the creation and implementation of the Belgian Corporate Governance Code 2020, containing guidelines on how organisations should be managed and controlled. Guberna also organises many seminars and workshops on sustainability and good governance.
- Simont Braun is also a member of the following Belgian organisations promoting women in the professional world: [Women on Board](#) and [Women in Law and Leadership \(WILL\)](#). Every year, Simont Braun sponsors the participation of a senior associate of the firm in the WILL programme, aimed at fostering and encouraging her professional development through trainings and workshops.

Sustainable environment

Simont Braun is committed to building a healthier, cleaner and more sustainable environment. We start this process in-house, of course.

As a firm, we believe it is our role to lead by example and we are continuously adapting our behaviour to reduce our environmental footprint. We have implemented a series of concrete measures aimed at minimising our impact, notably in terms of paper use, plastic consumption and carbon emissions.

We also make sure to work with external providers (food, office supplies...) committed to reducing their environmental footprint.

- **Paper:** Simont Braun's lawyers and staff join forces to decrease paper and energy consumption in our office. Printing is only done when strictly necessary, using recycled paper and default double-sided settings. In the same spirit, since 2017, the firm has replaced traditional paper greetings cards with digital e-cards, donating the amount saved to a charity (Infirmiers de Rue – Straatverplegers – Street Nurses).
- **Plastic:** We stopped using pens made of plastic and metal, replacing them with sustainable wooden pens. They are approved under the eco-certification scheme, PEFC (Programme for the Endorsement of Forest Certification). Glass bottles have also replaced all plastic bottles and cans, and our catering partners are required to avoid using single-use plastic in their deliveries. Glass containers for food are also available for food storage.
- **Food:** We offer healthy and seasonal food (organic fruits, soups, etc.) several times per week at the office.
- **Mobility:** As our offices are located in the centre of Brussels, most of our lawyers and staff members come to work using public transport, by bike, electric scooter, foot or even on an electric wheel! According to a very recent survey organised internally (September 2025), 65% of our people rely on "soft mobility" – public transport, cycling, walking or a mix of these – to reach the office and almost half of the remaining motorised commuters are open to switching to soft mobility in the future. Simont Braun pays for all its employees' public transport costs and offers to the lawyers a mobility budget. We are also currently rethinking our mobility plan to promote even further eco-friendly transportation modes.

ESG Workshops & trainings

At Simont Braun, we believe that continuous learning and awareness are essential to embedding ESG values into our daily practice and to effectively supporting our clients in a rapidly evolving regulatory landscape. To this end, we regularly organize and participate in workshops and training sessions on key ESG topics and several of our lawyers contribute to the field through legal publications and academic engagement.

Recent initiatives include:

- **Training on Greenwashing and Unfair Trade Practices:** in partnership with JUC, Simont Braun delivered a specialized training session in 2025 addressing the legal risks and regulatory developments related to greenwashing and unfair trade practices. This workshop provided practical guidance on identifying, preventing, and address misleading environmental claims, in line with the latest EU directive.
- **Presentation on ESG Contractual Clauses:** this presentation, delivered to a social impact private equity fund, focused on the integration of ESG clauses into various contractual frameworks. It explored how ESG considerations are increasingly embedded in agreements such as share purchase agreements, supply chain, real estate and financial transactions and other commercial arrangements.
- **Presentation on the impact of the civil code reform on ESG:** this presentation, delivered to our clients in November 2024, provided an overview of the reform of Book 6 of the Belgian Civil Code, focusing on its practical consequences for ESG and real estate, including climate change regulation, environmental liability, and the evolving legal responsibilities of public authorities and private actors in Belgium.
- **ESG: the Brussels Effect at a crossroads:** we participated, in 2025, to the International Bar Association's two-days' conference focused on ESG topics, exploring regional ESG perspectives around the world and the intersection of ESG with several sector specific topics.

An ongoing process

Simont Braun has implemented a wide range of initiatives to improve its environmental sustainability, social commitment and good governance. We actively seek to make concrete and meaningful steps in the good direction to lasting change in mindsets and behaviours within our firm and beyond.

We strive to be a sustainable firm at every level, where each person feels included, committed and respected.

This is a daily challenge, but it is our mission to stay aware, speak up and take concrete actions when necessary. As we know that there is always room for progress, we believe in sharing experiences, ideas and good practices with our peers and clients.

Would you like to know more on our actions or share ideas? Please contact Simont Braun's ESG committee: esgcommittee@simontbraun.eu.