

MIRANDA

Miranda & Associados Sociedade de Advogados, SP, RL

SOCIAL RESPONSIBILITY REPORT

2017 - 2018



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1

A Word from our Founding Partner

Agostinho Pereira de Miranda



As an international law firm present in 19 countries, we are committed to outstanding corporate citizenship. We focus on a diverse and inclusive workforce, we provide extensive pro bono work and we implement sustainability measures, be it in regard to the environment or human rights. For over three decades Miranda has consistently recognized the importance that a corporate social responsibility (CSR) program plays in reputation building, client relationships, and the hiring and retention of talent.

Miranda's CSR program is about our engagement with the communities where we operate. We are fully aware that the success and well-being of the Firm depends heavily on the well-being of our stakeholders, in particular the justice systems that support our activities. A structured approach to CSR has led Miranda to adopt a set of common and complementary goals that are in line with our

core values: Quality, Integrity, Innovation. Our international and very diverse workforce has embraced from the very beginning the many initiatives designed to achieve such goals. To make it work in a seamless way, we have set up three subcommittees managing the different fields in which the Firm wants to concentrate its social efforts: Pro Bono, Sustainability and Communities. Each of these subcommittees is managed separately, being all coordinated by the Social Responsibility Partner, currently Ana Pinelas Pinto.

Emerging trends in the business landscape, ethical investment and consumer activism have led individuals and corporations to prefer law firms that can yield not just professional, but also social and environmental, returns. Miranda wants to be at the forefront of those socially responsible law firms.

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The Firm



Who we are

What we do

Our Ethics and Values

Our CSR Governance Model

Who we are

Miranda is a full-service law firm, based in Lisbon. Over the years, Miranda has earned a reputation for being one of the most preeminent and internationally oriented Portuguese law firms. In fact, Miranda set up the Miranda Alliance, an international alliance of law firms and lawyers that are predominantly based in Portuguese and French speaking countries. Currently, we operate in all Portuguese speaking-countries in Africa, in Asia (Timor-Leste and Macau) and Brazil; in some African French speaking countries (Côte d'Ivoire, Democratic Republic of the Congo, Cameroon, Gabon, the Republic of the Congo and Senegal); and in Equatorial Guinea. The Alliance has liaison offices in the U.S. (Houston), Paris (France) and the U.K. (London) to provide closer support to clients and, at December 31, 2018, a staff of 189 lawyers and 95 support staff.

As an organization, Miranda is well aware of its duty to contribute to building and developing a sustainable society, and is deeply committed to its CSR program.

We believe that our small gestures can have a big impact and drive social and environmental change. Through our CSR program, we foster positive behaviors by investing in sustainable relationships with local communities and clients across the globe. We commit hundreds of hours and raise thousands of euros annually to support charity causes in the communities where we live and work and to assist those who most need access to justice on a pro bono and voluntary basis. We also believe that we need to care for our planet by embracing and effectively implementing environmentally friendly and sustainable policies and practices.

More than



* as of December 31, 2018

Our Ethics and Values

Female Talent

Diversity and Inclusion

Fostering our People's Full Potential

We care about our People

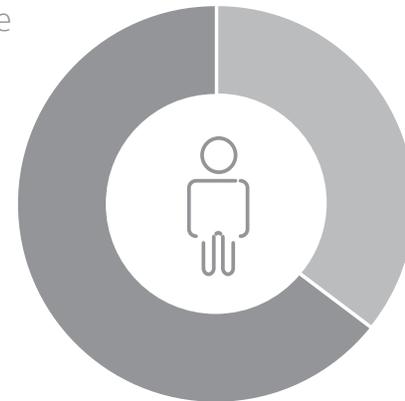


Female Talent

We have embedded gender balance so well in our Firm's culture over the years that today women are not only represented at all levels, including within the partnership, but they actually outnumber men. We are very proud of the fact that nine out of our twenty three partners are women. In addition, out of the five partners that comprise our **Board of Directors** four are women.

In the context of our engagement in favor of gender equality, it was only natural for Miranda to accept the challenge to join **iGen**, a business forum for gender equality in the workplace launched by CITE - *Comissão para a Igualdade no Trabalho e no Emprego* ("Commission for Equality in Labour and Employment"), in Portugal. As an active member of iGen, we are proudly and firmly committed to promoting gender equality-driven initiatives in our Firm. In 2017, we strengthened our internal policies aimed at promoting gender equality, notably with respect to maternity and paternity protection, family assistance and reconciliation of family and working life. Our guidelines on Sexual and Moral Harassment are currently being revised and expected to be approved and implemented during 2019.

Female
157



Male
127

* as of December 31, 2018

Our Ethics and Values

Female Talent

Diversity and Inclusion

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We care about our People

Diversity and Inclusion

Miranda's strong and diverse culture is a direct result of the **21 nationalities** that comprise our workforce and of our presence in **19 countries** around the world. It allows us to fully understand the needs and concerns of our various stakeholders, wherever they are. The diversity of our lawyers' backgrounds enables them to bring different perspectives to the table, which in turn allows us to give our clients and other stakeholders the best of our thinking and the highest quality in everything we do. Embracing diversity allows us to act as an effective bridge and to build strong ties with the local communities that we touch.

Each Miranda lawyer speaks **English** fluently, and most are proficient in other languages, such as **Portuguese, French, Spanish, Italian** and **German**. Our diversity and ability to communicate with our different stakeholders in their own language has always been a key element of our success. Miranda accepts all different ages within its business environment, and this in time has resulted in an intergenerational workforce of all age groups. Today, our average age is 40.

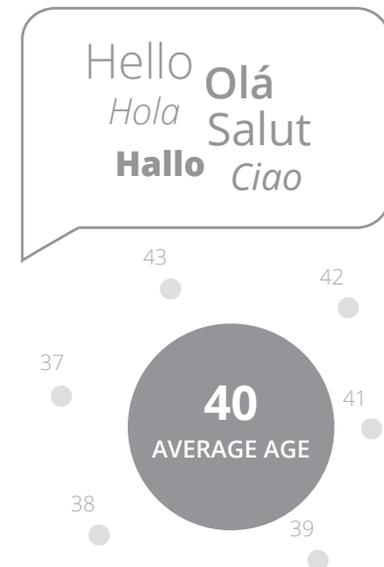
19 COUNTRIES

MEMBERS

PORTUGAL	GABON
ANGOLA	GUINEA-BISSAU
BRAZIL	MACAU (CHINA)
CAMEROON	MOZAMBIQUE
CAPE VERDE	REPUBLIC OF THE CONGO
CÔTE D'IVOIRE	SÃO TOMÉ AND PRÍNCIPE
DEM. REP. OF THE CONGO	SENEGAL
EQUATORIAL GUINEA	TIMOR-LESTE

LIAISON OFFICES

FRANCE (PARIS)
UK (LONDON)
USA (HOUSTON)



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Fostering our People's Full Potential

We are well aware that our future and continued growth depend on attracting the best and retaining talent by enhancing their skills and nurturing their ambitions.

Our recruitment process focuses on finding people of outstanding skills, at both academic and other levels (i.e. people skills and capacity to innovate and to think outside the box). We strongly believe that we attract unique people who are able to go the extra mile to deliver high quality legal services that make a real difference to our clients, whenever they are required.

Once we find the skills and capabilities that we typically look for in a lawyer, we strive to offer the training and development tools that will allow them to develop their personal and professional potential to the fullest extent possible.

We have therefore developed and implemented a comprehensive training program which includes:

- 1 General training sessions in legal areas of common interest:** These sessions take place on a regular basis and typically focus on general matters (e.g. oil & gas, arbitration, or foreign exchange), or on the enactment of a new law in a certain area of interest (e.g. training session on the latest tax reform in a certain jurisdiction). Training sessions are conducted by senior lawyers with deep knowledge and expertise in the relevant area.
- 2 Training sessions specifically directed at our trainees to help them prepare for the bar exam:** Training and review sessions are conducted by senior lawyers specialized in the relevant area.

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- 3 Training sessions for all lawyers aimed at increasing their capacities and allowing them to specialize in a certain area:** Training sessions are conducted by both professionals hired externally and by senior lawyers specialized in the relevant area. An example of specialized training sessions is the compliance training that the Firm offers to our legal professionals working closer with compliance-related matters or with high-risk jurisdictions with the aim of reinforcing awareness towards compliance issues. Reaching further, in 2018, the Firm partnered with Fundação Getúlio Vargas (“FGV”) and offered more than 20 of our lawyers a one-week course specifically focused on **FCPA and UK Anti Bribery rules**, risk assessments, enforcement, and internal compliance programs. These interactive sessions were led by a FGV professor with years of hands-on experience in compliance matters and as such allowed our professionals to dive deeper and develop knowledge in this area of expertise, as well as to debate real life cases on this relevant topic.
- 4 Sponsoring post-graduate studies for our junior lawyers:** Some of our junior lawyers attend post-graduate courses or master programs aimed at obtaining a specialization in an area of the law. These courses and master programs are fully sponsored by the Firm.
- 5 Language training sessions for all lawyers (whenever necessary) in English, French, Portuguese, Spanish and Tétum:** Miranda employs a resident English teacher and also regularly hires teachers who conduct one-on-one classes at our offices or via teleconference or videoconference.
- 6 Intense training programs designed for lawyers from other Miranda Alliance jurisdictions who wish to have a quick introduction to Portuguese law:** Training sessions are conducted by senior lawyers specialized in the relevant area.
- 7 Summer Internships and other work experiences:** We regularly welcome law students for short periods in order to provide them with an impression of what it means to be a lawyer. Whenever possible, these students attend our internal training sessions in order to gain some legal skills that might help them in their future career.

On the next page are quotes from two of our summer interns, who ended up staying with the Firm:

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“

Océane Paprocki

”

I started my internship at Miranda in August 2014, straight after obtaining my LL.M from Manchester University, in the “Francophone Africa” group (as it was then called). Everything was done, by the support team, for my arrival and adaptation to Portugal to be as smooth as possible (and the head of human resources even came to pick me up at the airport in person!). I was in the best environment possible to start my internship.

When I started my internship, on 4th August, Miranda had only moved offices recently and everything was still settling. Nevertheless, I can say that I became nervous and impressed when I entered the premises, which reflected the size and standing of the Firm. We (the 3 trainees starting on that day) had an intimidating tour of the office, but actually everyone greeted and welcomed us very warmly. I was nicely surprised to see how the imposing physical structure of the firm contrasted with the warmth of the lawyers and support staff working therein.

Even though I did various internships before, this was my first experience outside of the UK, my training country, so the pressure was significant. I started by organizing the Congo legislation, making researches for articles written by colleagues or just deepening my knowledge of OHADA law and very quickly moved to translating huge service contracts, drafting messages to clients and, simply, getting to know the pending files in the different jurisdictions.

My 2-month internship at Miranda was probably one of the greatest challenges I had to overcome so far. This was...4 years ago !

“

Emilie Silva

”

Having done a master degree in business law and a university diploma in international business litigation and arbitration, I entered the Paris Bar School in 2017. With two mandatory six-month professional internships to complete, I opted to join Miranda Law Firm in Lisbon, as a trainee lawyer, in the Corporate and Commercial department in relation to the French-speaking jurisdictions (OHADA).

As a trainee, particularly autonomous and integrated within the department, my assignments were diverse and consisted, on a daily basis, in carrying out legal research on commercial law and commercial companies law in accordance with OHADA Uniform Acts and local regulations of the African Member States of OHADA (Organisation pour l'Harmonisation en Afrique du Droit des Affaires). Furthermore, I was lucky enough to assist different teams on Oil and Gas projects, to participate in the monitoring of civil and commercial litigation handled by the firm, and also to provide training on the New Uniform Act on OHADA Mediation and Arbitration Law to other lawyers of the Firm.

This rich experience led me to join Miranda Law Firm a second time at the beginning of 2019, as a newly qualified lawyer. Currently working in a high performing team in OHADA Corporate and Commercial department with clients in Europe, the Middle East and the US, I can't wait to see what happens next!

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HAPPY TEAM

the joy in our office



MIRANDA OLYMPICS

bounding and teambuilding

We care about our People

We believe that teams outperform individuals acting alone and that high-performing teams need to be carefully structured and nurtured. This is why our leaders put a lot of effort and thought into building and creating an identity for the Miranda team. We encourage colleagues to share quality time and enjoy fun moments together. We strive to create a pleasantly effective work environment and culture as we know that as an organization, we will reach further if our employees are happy human beings. This vision has fostered the development of deep personal relationships between lawyers and professional staff and led to the creation of our **"Happy Team"**. The Happy Team's mission is to come up with ideas for enthusiastic get-togethers. One of those ideas, the Happy Fridays, has become part of our DNA. These informal reunions typically take place on the last Friday of the month, and include food, drinks and leisure activities, often linked to a theme.

The Miranda team is relatively large, and its members are often traveling and working on intense and atypical schedules. As a result, we sometimes don't have the opportunity to build and to improve our team identity. To address this, we developed a series of teambuilding events called **"Miranda Olympics"**, which consist in one challenge per month in a certain activity (sports, cooking, singing, walking, etc.), with specific goals and prizes for the winners. Each Firm member has been integrated in one of the ten teams created for purposes of the Olympics. This healthy and fun competition has greatly enhanced our team spirit, and helps us identify strengths and weaknesses as an organization and shape approaches and strategies for the future.

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On the basis of the idea that sports bring people around the world closer together and promote a sense of inclusiveness, we launched a charity league across the Miranda Alliance called the **MA League**. Many of our professionals run, others like to walk and most have a sports practice. The MA League transforms our collective athletic power and energy into donations to selected charity institutions. In 2018, 14 Miranda Alliance offices around the world participated in this challenge, each with a previously assigned running and/or walking miles goal. When that goal was reached it was transformed into a donation to the institution selected by the office in question. As always, our teams delivered: everyone met their goal, and many exceeded it. The donations were delivered to the various charities, ranging from nursing homes to orphanages and associations fighting for women protection or providing care for the homeless.

During the winter we regularly organize ski trips and spend a few days together enjoying all types of snow activities and strengthening personal relationships in ways that can only be done outside the office.

The Miranda Alliance encompasses 19 countries and 21 nationalities. This represents an important added value for our clients, who can reach us in many places and benefit from real local knowledge. These numbers are also significant for us as a team, as we enjoy and learn from the diversity of our network. For that reason, members of Miranda Alliance offices across the globe come together every year in an event that we call "**MAGIC - Miranda Alliance Gathering. It's Cool!**". We typically celebrate this event around Miranda's anniversary. During that day, we listen and learn from our guest speakers, participate in round tables on selected hot topics, and enjoy dinner together at a spectacular venue. All in all, it is a truly magical event.

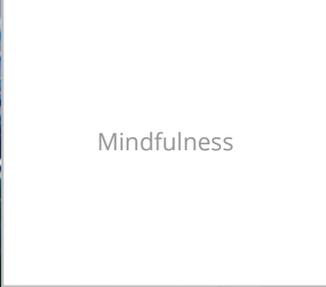
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Mindfulness



Inspirational Talks

The legal profession can be very challenging and stressful at times. In recognition of this fact, the Firm offered **mindfulness sessions** to all its employees. The sessions were held in a large room at our premises, duly transformed for the purpose and focused mainly on the execution of seating and standing exercises intended to help decrease stress and anxiety levels, generally enhance physical and mental wellbeing, and improve the focus and efficiency of our people. For those with restless minds, some exercises were taught to ease the mind and induce relaxation.

We believe that the investment in mindfulness sessions was largely compensated by the positive impact on our work environment and relationships and intend to continue providing employees with this type of benefit.

We sometimes bring external speakers to lead inspirational talks open to the entire Firm for purposes of motivating our professionals. One very special guest speaker who came in 2018 was Frederico Fezas Vital. Frederico is a lawyer and business owner who became an expert in making dreams come true. He founded an association called ***Terra dos Sonhos*** to help turn the dreams of children and elderly people with an advanced stage degenerative disease or a major chronic disease into realities. Since its creation in 2007, ***Terra dos Sonhos*** has already made hundreds of dreams come true.

What we do

The CSR Committee coordinates social and environmental initiatives across the Firm and encourages all lawyers and staff to look beyond the business results and numbers and to focus on the impact that Miranda can have on its clients and employees at different levels.

The key areas which make up our CSR program are as follows:

*

Working together in these three areas, Miranda has developed a first class and innovative CSR program.



Pro Bono

We encourage our lawyers to share their knowledge, skills and experience to help those in need.



Sustainability

We are committed to reducing our carbon footprint.



Communities

We promote and sponsor charitable causes in the communities where we work and live.

Our CSR Governance Model



3

Pro Bono



Cooperation Protocols

Entrepreneurship support

Pro Bono Work with the Community

Time Spent on Pro Bono Activities

Cooperation Protocols

Fullbright Commission

International Senior lawyers Project

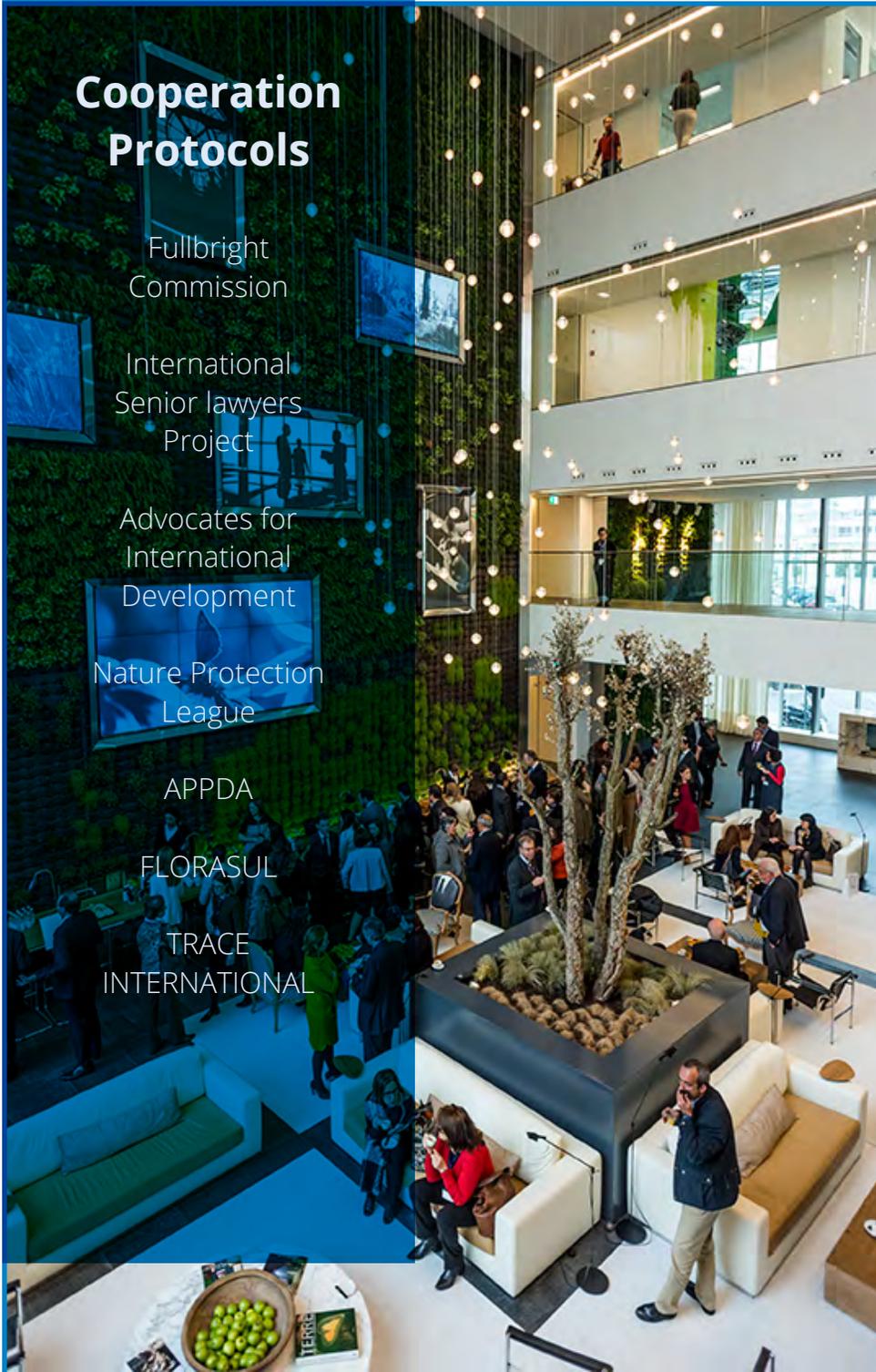
Advocates for International Development

Nature Protection League

APPDA

FLORASUL

TRACE INTERNATIONAL



Miranda believes that all lawyers share the ethical obligation of providing pro bono services.

Indeed, through pro bono services lawyers can give back to the community, by providing local access to justice with quality legal services free of charge.

As an international law firm, we aim to provide pro bono services in socially and environmentally relevant matters to a diverse range of entities, from non-profit entities to disadvantaged people of limited means in the various jurisdictions where we operate.

We believe that by donating our time, knowledge and skills we can all build a better and fairer world.



FULLBRIGHT COMMISSION



INTERNATIONAL SENIOR LAWYERS PROJECT



ADVOCATES FOR INTERNATIONAL DEVELOPMENT



LIGA PARA A PROTECÇÃO DA NATUREZA



ASSOCIAÇÃO PORTUGUESA PARA AS PERTURBAÇÕES DO DESENVOLVIMENTO E AUTISMO



FLORASUL



TRACE INTERNATIONAL

Our pro bono program is to a certain extent the result of several cooperation protocols we entered into with non-profit entities dedicated to different types of activities.

Cooperation Protocols

F Fullbright
Commission

International
Senior lawyers
Project

Advocates for
International
Development

Nature Protection
League

APPDA

FLORASUL

TRACE
INTERNATIONAL



Fullbright Commission

Miranda is a proud supporter of the Fullbright Commission's initiatives and has signed a partnership agreement through which it provides pro-bono legal services to the Commission in its ongoing projects around the world. Since its creation in Portugal in 1960, the Commission has awarded Fullbright Grants to more than 1300 Portuguese and 750 American students and scholars across a variety of academic fields, including the field of law.

International Senior Lawyers Project

Miranda has a longstanding relationship with the International Senior lawyers Project ("ISLP"). The ISLP is the world's largest pro bono legal services organization, and encourages senior lawyers to use their skills and expertise to help promote the rule of law and advocate for human rights causes. Among other things, these lawyers provide expert legal advice in connection with corporate and commercial transactions, legislative reforms and corporate governance issues. Over the years, the ISLP has deployed lawyers across the globe, including in Africa where the Miranda Alliance is particularly present, to help on projects related to economic development and human rights and to partner with governments in the developing world that lack resources to pay for legal services. Our Founding Partner regularly participates in ISLP's meetings and activities.

Cooperation Protocols

Fullbright
Commission

International
Senior lawyers
Project

Advocates for
International
Development

Nature Protection
League

APPDA

FLORASUL

TRACE
INTERNATIONAL

Advocates for International Development

In its continuous effort to offer pro bono legal advice and assistance to development organizations, civil society groups and bar associations, Miranda is a member of Advocates for International Development (“A4ID”), an organization that was created initially to help the recovery process after the devastating tsunami in Asia at the end of 2004. Today, A4ID draws together the international legal, academic and development communities and implements the Model Act, an Act that is intended to improve the delivery of life-saving aid by addressing issues such as delays in getting humanitarian personnel and relief items to disaster areas, taxes and duties on relief supplies, and difficulties in obtaining legal recognition for foreign organizations which prevent them from opening bank accounts or hiring local staff.

LPN - Liga para a Protecção da Natureza

Miranda sponsors the LPN - Liga para a Protecção da Natureza (“LPN”). Our lawyers are currently involved in several pending litigations which ultimately seek to protect the environment and to attribute responsibilities for environmental damages. We know that through this small gesture we have a big impact and contribute to the fight for a better and more sustainable environment. Currently, Miranda is representing the LPN in two high-profile criminal proceedings for damages against the environment and animal species: the death of three imperial eagles and of the Iberian lynx. The underlying purpose of these proceedings is not only to sensitize the general population to environmental protection needs, but in particular to raise awareness for the concessionaires of hunting areas in the hope of helping to build a healthy and respectful co-existence between the human species and our environment.

APPDA

The Portuguese APPDA - Lisboa, Associação Portuguesa para as Perturbações do Desenvolvimento e Autismo (“APPDA”) is a not-for-profit affiliated with “Autisme-Europe” that aims to promote the rights of people diagnosed with autistic spectrum disorders and help increase their respective quality of life. Amongst others, the APPDA provides the following services: early diagnosis and intervention for people with autism, special education schools, an occupational activities center with capacity for sixty people, and nursing homes for elderly with autistic disorders. The APPDA also facilitates support and education for parents and other people directly related to those who carry an autistic disorder. Miranda started offering legal services to the APPDA in 2012 and has significantly contributed to the APPDA’s mission over the years.

Cooperation Protocols

Fullbright
Commission

International
Senior lawyers
Project

Advocates for
International
Development

Nature Protection
League

APPDA

FLORASUL

TRACE
INTERNATIONAL

FLORASUL

FLORASUL is a not-for-profit organization which essentially works for the defense, preservation and valuation of our forests, natural environments, fauna and flora by forest management, fire prevention measures and ecosystem rehabilitation. Given Portugal's history with respect to wildfires, and particularly the deadly wildfires that erupted across central Portugal during the summer of 2017, Miranda proudly contributes to this organization, not only by rendering legal services, but also by spreading the word, promoting its initiatives and taking part in the organization's activities. In the summer of 2017, many of the firm's staff participated in a fire prevention initiative and spent one day cleaning the forest.

TRACE INTERNATIONAL

TRACE is a globally recognized anti-bribery business association including almost 400 multinational companies worldwide. As one of Trace's members, every year we supply updated information on the anti-corruption legal framework applicable in the jurisdictions covered by Miranda Alliance. We do this on a pro bono basis, as part of our engagement to fight corruption and foster compliance.



Pro Bono Work with the Community

Contributing to a system where justice is accessible for all is one of our core values.

In the context of our pro bono program, we regularly open our doors to disadvantaged people with limited means who seek counsel. Most of our pro bono legal services are provided by our litigation department which has over these last two years committed hundreds of hours to those in need who are unable to afford our legal fees. Our litigators are committed to handle the judicial process from its beginning to the court`s final judgment for our pro bono clients as professionally and diligently as they would for any other client.

Internal legal services

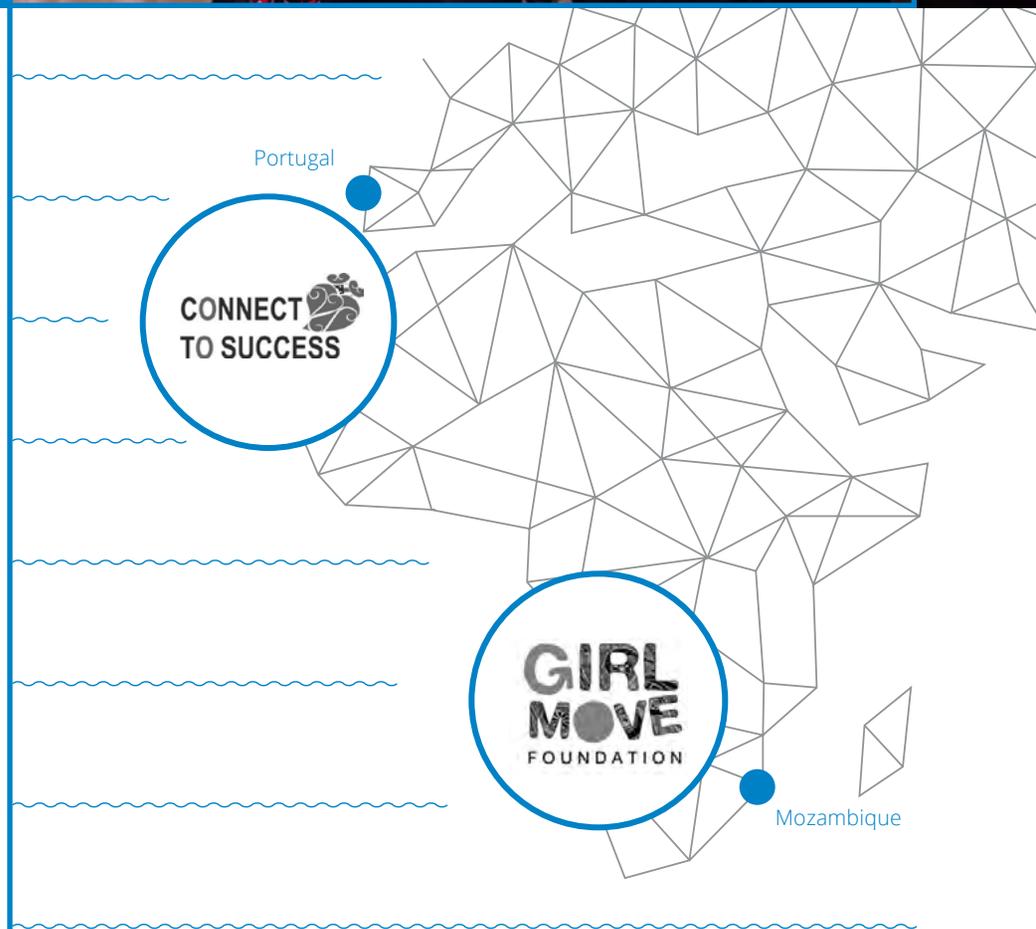
In addition we are preparing a program encouraging all our lawyers to dedicate a number of hours per year to assist other colleagues with their specific legal needs. This provision of legal services within the Firm goes against the well-known stereotype that “the shoemaker’s son always goes barefoot”. We believe it will build bridges and new ways of collaboration between our different areas and departments.

Entrepreneurship support

We understand the impact that new businesses and ventures have on the economy, notably on employment. Hence, in parallel to our pro bono legal work, Miranda developed a special program to support entrepreneurship, providing legal and strategic support to entrepreneurs.

Within this program, Miranda hosted an internship promoted by the Girl Move Foundation, which main purpose is to provide social and entrepreneurial skills to young women in Mozambique. **Girl Move Foundation's** academy is located in the Province of Nampula, in the north of Mozambique, known for its high levels of school drop-outs, early pregnancies and gender violence. Under the Foundation's leadership and social entrepreneurship program, many young women have become role models for change within their communities.

In addition, Miranda is an active mentor of the **Connect to Success** program launched by the US Embassy in Portugal and sponsored by the Luso-American Development Foundation. The program's mission is to further the growth of women-owned businesses and contribute to a healthy entrepreneurial ecosystem in Portugal. Through regular counseling on various topics, Miranda has successfully helped women mentees launch their businesses through this partnership, and was awarded certificates of appreciation for its mentoring role in 2017 and in 2018.

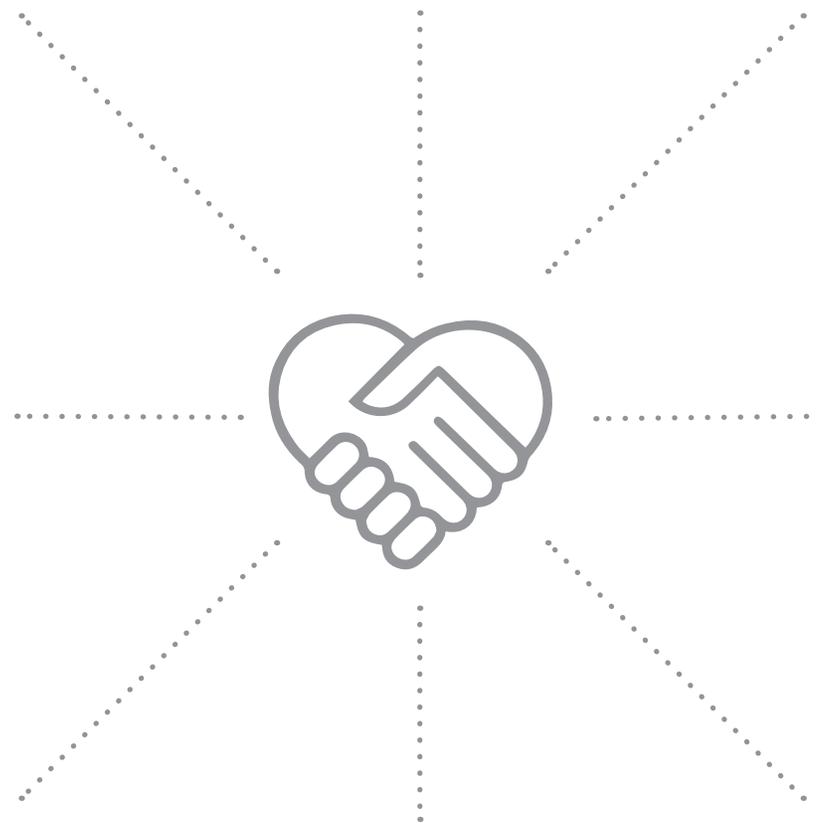


Time Spent on Pro Bono Activities

All of our lawyers are encouraged to participate and to devote their time to pro bono activities. This is one of our core values and a direct result of the recognition that, as legal professionals, we have a shared responsibility to contribute to society by devoting resources and skills to defend the rights of those who can't afford legal fees.

The partner who leads each department motivates and promotes the active participation of professionals assigned to such department in pro-bono efforts. As a result, Miranda is able to provide pro bono services involving almost every area of practice.

Indeed, pro bono work is taken into account in the annual **performance evaluations** of each lawyer, contributing to the billable hour objectives.



4

Sustainability



Our Green Mission and Vision

Next Steps

Our Green Achievements to date

Our Green Mission and Vision

At Miranda, we are committed to reducing our environmental impact. We introduced our Green Initiative when we moved to our new Lisbon headquarters in 2014. At the time, we made design and construction choices to make our work environment greener. It is our way of monitoring our environmental impact by focusing on energy, waste and recycling, and travel.

We created a “Green Team” including both lawyers and administrative staff from all levels who share an enthusiasm for sustainability issues, are knowledgeable on the subject, and keep each other updated on green practices and initiatives across industries around the world. The Green Team meets once every two months. The Team engages with and educates all Firm members on green topics and regularly advises the Firm on new measures aiming to further reduce our overall carbon footprint.

The Green Team meetings are a place for employees to share ideas and brainstorm about measures and actions that will help accomplish the overarching goal of complying with the Firm’s Green Policy, which was adopted by the Board in 2014.



Our Green Achievements to date

Green Initiative

Legal Sustainability Alliance

Publicity



Green Initiative

With this internal initiative, the Firm aims to reduce energy consumption, increase recycling levels in our offices around the world, and encourage more environmentally friendly travel options.

Under this initiative, which aim is to **recycle**, **reduce** and **reuse**, we have taken the following steps in each of the areas identified below:

 Energy	We de-lamped over-lit areas.
	We introduced efficient light fittings controlled by occupancy & daylight sensors and central timers.
	Our cleaner and maintenance team hours were optimized to minimize lighting use.
	We implemented a "Turn-off Office Lights Policy".

 Waste and recycling	We strive to use responsibly sourced products and purchase our IT and office equipment from low carbon suppliers.
	We encourage double sided and black and white printing.
	We purchase recycled paper from duly certified sources.
	We use re-usable bottles in client conferences, lunches, and other Firm events, and have ended the use of plastic water bottles in our premises.
	We replaced disposable plastic cups for water with reusable glass.
	We have a collection and recycling program for potentially harmful business waste (IT equipment, toner cartridges, batteries, mobile phones, etc.).
	We recycle used office supplies.

Our Green Achievements to date

Green Initiative

Legal Sustainability Alliance

Publicity

Over the last few years, the above measures have contributed to a substantial reduction of Miranda's energy consumption and waste production.

Specifically, the replacement of disposable plastic cups by glass was a very successful initiative. Not only were we able to reduce our plastic consumption significantly, but also we channelled the funds used to be spent on disposable cups to buy **fresh fruit** which is delivered weekly at the office.

Also, we keep track of our **paper consumption** and are constantly looking for ways to reduce it. This is why all of our printers have been configured for two-sided printing by default. Our teams are instructed to use one-side printing and/or color-printing only in cases of absolute necessity. However, and although we have implemented several measures to reduce our paper consumption mainly through various IT policies, as a law firm we continue to produce a significant amount of paper waste. Our Green Team is constantly liaising with the Firm's operations department and other Firm areas to come up with innovative solutions in this respect.

In 2018, we launched the **Readcycling initiative**, a book swap that follows a zero waste philosophy and encourages reading while aiming at providing a sense of sharing and belonging amongst our professionals. The goal of this initiative is to avoid that used books no longer serving their purpose fall into oblivion or get discarded and to institute a philosophy of sharing books instead of buying new books, thus reducing waste. By providing free books we also hope to propel professionals to read more and get to know different genres, as well as to promote reading in different languages. Finally, the Readcycling initiative is also meant to create a sense of community and to spark conversations. Our internal public donated 160 books in 5 languages (Portuguese, English, French, German and Spanish), including children's books, historical novels, biographies, technical books on art and psychology, and much more. The Readcycling initiative is set to be held annually during summer time.

Our Green Achievements to date

Green Initiative

Legal Sustainability Alliance

Publicity

In terms of waste management, we have paper waste containers on each floor for all our non-confidential paper waste, and separate confidential waste bins designed for the secure and discreet disposal of documents including sensitive information. We segregate paper waste from plastic, glass and organic type waste. We are also currently looking at ways of improving our plastic recycling practices.

Separately, to help mitigate the **Firm's carbon footprint**, which is inevitably linked to the regular long-distance trips associated to an international law firm of our scale, we structure and encourage forest carbon-offset initiatives that are extremely successful amongst our staff. As an example, in 2018 we calculated that flights taken by our lawyers were equivalent in distance as two round trips to the moon and back. The Green Team therefore decided to counteract the Firm's inescapable impact on the environment by supporting projects in the natural reserve of *Mata da Machada*, where approximately 50 professionals, their families and friends carried out activities related to reforestation, conservation and improved forest management.

Our Green Achievements to date

Green Initiative

Legal Sustainability Alliance

Publicity



Legal Sustainability Alliance

Miranda became a member of the Legal Sustainability Alliance for purposes of increasing internal awareness on our carbon footprint and implementing measures to reduce such footprint.

The Legal Sustainability Alliance (“LSA”) was founded in 2007 by a group of leading law firms to take positive action on climate change by measuring, reducing and reporting on their carbon footprint.

Since that time the LSA has grown both in size and scope. It is now a collaborative network of nearly 300 firms across the UK with members varying from small practices to multinational global firms.

By integrating the LSA network of law firms, Miranda reinforced its commitment to acting and taking measures in all areas related to its environmental sustainability, with the ultimate goal of reducing its carbon footprint.

The LSA platform facilitates collaboration and sharing of information between its members in order to support them in taking actions to improve the environmental sustainability of their day to day activities and operations. Amongst other goals, the LSA aims to:

- Enhance LSA impact and influence across the legal sector;
- Lead the debate on environmentally sustainable business practice from the law firm perspective;
- Support, encourage and engage with the widest group of law firms by expanding LSA membership;
- Embed good practice on environmental sustainability (including carbon reduction) through measurement and reporting.

Our Green Achievements to date

Green Initiative

Legal Sustainability Alliance

Publicity



Miranda has been a member of LSA since 2016 and reached the rank of Reporting Member in 2017. As such, the firm now reports and measures its carbon footprint in accordance with the LSA established principles. In particular, the Firm reports carbon data using the LSA Carbon Reporting Tool, specifically designed for this purpose, and regularly submits online questionnaires regarding its compliance with the LSA principles.

Miranda also completed the LSA Membership Principles Surveys in 2017 and 2018 setting forth its data for purposes of measuring the firm's carbon footprint during 2016 and 2017 on the basis of data and information collected by the Green Team.



We created a "Green Team" including both lawyers and administrative staff for purposes of implementing our Firm's environmental policy and updating it in accordance with best practices in our industry. The Green Team meets once every two months and regularly advises on new measures aiming to further reduce our overall carbon footprint.



Quote from LSA Annual Report 2017



GREENTEAM
Blue is the new Green

Our Green Achievements to date

Green Initiative

Legal Sustainability Alliance

Publicity

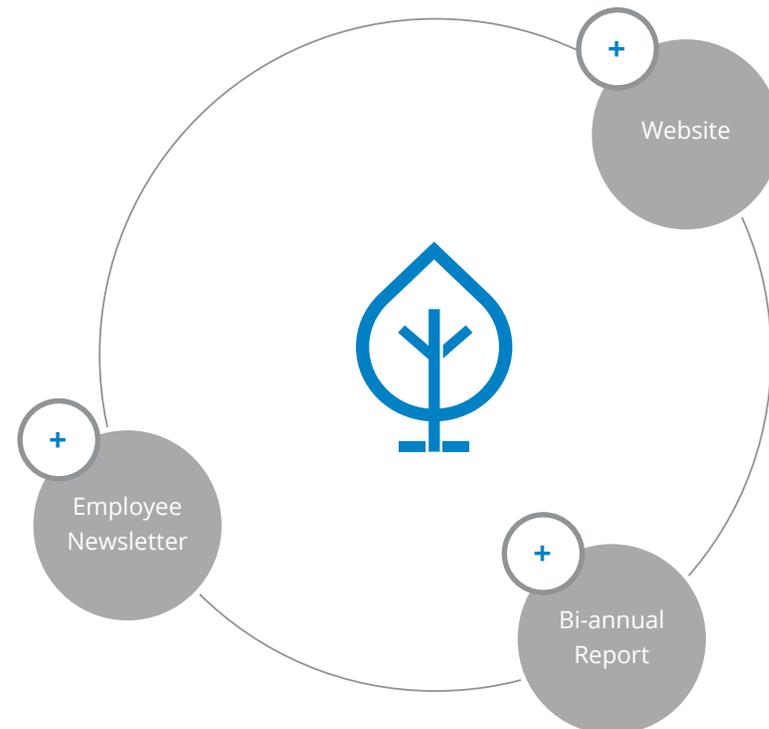


Publicity

In 2017, we started including a regular section for green team project updates and accomplishments in our internal monthly newsletter, the Insider. This section, called *"Doing the Right Thing"*, encourages our employees to get involved in social responsibility initiatives and come up with innovative ideas to contribute to society and the environment.

We have also included a page on our website devoted to sustainability and to the recognition we've received for our green practices.

Also, we formally decided to launch our Social Responsibility bi-annual report, of which this document is the first edition, to be made available on our website and distributed to clients and friends of the Firm.



Next Steps



In the short-term, we want to continue to engage and energize our staff around green team initiatives. To achieve this, we are thinking of creating platforms that will enable our professionals to share ideas, new information and resources.

In addition, we plan to introduce “Green Breaks” on a regular basis in our office, where our professionals will learn more about environmentally sustainable operating practices, through focus topics such as reducing waste, conserving energy and water or the use of alternative transportation. In addition to their diverse agendas, these meetings will have varied formats such as lectures from inspirational special guests, a green movie session, or Green Olympics games with special recognition or awards.

Finally, our biggest challenge for the future will be to start implementing our Green Policy and its environmental-friendly practices in our corresponding Miranda Alliance offices around the globe.

- 1 Platforms for our professionals share ideas



- 2 Green Breaks



- 3 Spread to Alliance offices



5

Communities



Impact on Local Communities

Local Charities and Fundraising

Legal Education

Impact on Local Communities

AIESEC Portugal

Aldeia de Crianças SOS

Fundação CAPITI

Associação KANIMAMBO

SER + DAR +

Nuestra Medalla Milagrosa

Ajude-me a Ajudar

Instituto Português do Sangue e da Transplantação

ADDHU

Miranda's social responsibility program includes various volunteering and charitable giving initiatives that involve a wide range of people from across our Firm and have resulted in us building strong ties with the communities where we operate.

Below are the main charitable and volunteer organizations with which we partnered in 2017-2018:



AIESEC PORTUGAL



Aldeias de Crianças SOS



FUNDAÇÃO CAPITI



ASSOCIAÇÃO KANIMAMBO



SER MAIS DAR MAIS



NUESTRA MEDALLA MILAGROSA



AJUDE-ME A AJUDAR



INSTITUTO PORTUGUÊS DO SANGUE E DA TRANSPLANTAÇÃO



ADDHU

Impact on Local Communities

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Miranda is deeply committed to touching the communities where we work, and as such we regularly sponsor initiatives in those communities such as the ones described below.

AIESEC PORTUGAL

Worldwide AIESEC has made a big impact on some of the world's key issues. We have the honour of sitting on its Board of Advisors in Portugal, where it is a vibrant organization. AIESEC is an international NGO recognized by the UNESCO that provides young people with leadership development, cross-cultural global internships, and volunteer exchange experiences across the globe. The organization focuses on empowering young people to make a positive impact on society. The AIESEC network includes approximately 27,000 members in 127 countries.

Through its active participation in AIESEC's board of advisors, Miranda has been providing strategic advice to the management of the organization's activities in Portugal and recently engaged in a one-year mentoring program with the purposes of accompanying AIESEC's legal officer in her journey and sharing insights and experiences. In addition, our board representative and other Miranda employees regularly meet with AIESEC representatives to advice on various matters as needed including assisting in complex legal matters involving Labour, Tax and Data Protection laws. We are convinced that our support to date has had a profound and positive impact in many AIESEC leaders and students in Portugal and are spreading our support to AIESEC offices in the countries where the Miranda Alliance operates, such as Cape Verde. In Cape Verde, we assisted AIESEC in its constitution and registration as a student association, and notably drafted the by-laws and structured the application for registration with relevant local authorities. We also regularly assist AIESEC Cape Verde with their various contracts and provide immigration advice on an as-needed basis.

Aldeia de Crianças SOS

Every year, Miranda's Lisbon head office hosts a Christmas tree competition. All of the Firm's members are organized into teams (one team for each of the office's floors) and are entrusted with building a Christmas tree made out of non-perishable food (such as canned goods, rice, pasta, cereal, etc.) within the theme of "Healthy Nutrition and Growth". Miranda then constitutes a jury which decides which team should win the award for the most creative tree and all of the food is donated to the Aldeia de Crianças SOS in Bicesse, Portugal.

Impact on Local Communities

AIESEC Portugal

Aldeia de Crianças SOS

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Fundação CAPITI

The CAPITI Foundation is a private social solidarity institution which provides support to children with development disorders, carrying out its activity in various fields concerning the support and access to therapy services with a mission of contributing to the healthy development and growth, in a more autonomous way, of children with such development difficulties and disorders. The Foundation's beneficiaries are essentially families and children which come from a more vulnerable socio-economic background and who are, therefore, more prone to having more difficulties with the monitoring and supervision of children with development disorders. In 2017, Miranda took on board a trainee from the CAPITI Foundation to assist our Knowledge Management Team. He took on several tasks such as organizing legislation folders, carrying out legal researches for diplomas in all our jurisdictions and practice areas and updating files. This internship was beneficial for both Miranda and the trainee, having learnt a great deal from each other. Miranda highly promotes this type of opportunities in order to help entities in missions such as the integration of young people in the work environment and to raise social awareness. Here is what one of our professionals thought about the impact that the internship had, not only on the trainee, but on Miranda as a whole Firm:

“

I have the firm conviction that we all have great talents to share with each other. And Rodrigo only came to confirm this. He presented himself with great doubt and insecurities, expected from someone with such a small life experience and inexistent professional experience. He was always very attentive to all instructions given and had an enormous will to work with instruments which were to him, up to then, a complete novelty. And the novelty was the following: he understood each and every step, every routine, as a chain of instructions linked together, in order to not fail and reach the final goal. He took a job which could have been seen as repetitive and took it on with the enthusiasm of a League of Legends player (a computer game, so I learnt!): always quicker but never forgetting the importance of hitting "the right key". Other than his competence, he leant us a bit of his joviality for a full two months – and it was a very positive breath of fresh air.

”

Impact on Local Communities

AIESEC Portugal

Aldeia de Crianças
SOS

Fundação CAPITI

Associação
KANIMAMBO

SER + DAR +

Nuestra Medalla
Milagrosa

Ajude-me a Ajudar

Instituto Português
do Sangue e da
Transplantação

ADDHU



Associação KANIMAMBO

Miranda has entered into a partnership with the Kanimambo Association to raise funds for purchasing sun cream and after-sun products. The Kanimambo Association was created to provide support and promote integration of people with albinism. In order to succeed in its mission, this association promotes several initiatives to raise awareness and help protect people with albinism against the dangers of exposure to the sun. Miranda supported Kanimambo's latest campaign for sun cream and after-sun products, by launching an initiative to collect high factor sunscreens and after-sun creams at all Miranda Alliance offices around the globe. These creams are essential for assuring the well-being of children, young adults and adults with albinism supported by the Association, namely in Mozambique.

For this purpose, a marked box was displayed on each floor of our Lisbon office where employees could deposit new and used (within the validity date) sun cream and after-sun products. This was the first social responsibility initiative to include all Miranda Alliance offices and it was a huge success!

Ser + dar +

Miranda has been working with the Association SER+ DAR+ *Terapeutas Sem Fronteiras* since 2016. This Portuguese association was incorporated on 4 May 2016 with the main purpose of promoting volunteering as a response to social, economic and health needs in Cape Verde. The preferred way to help is the sharing of knowledge and skills with Cape Verdean associations working with children, the elderly and young people with multi-deficiency, disadvantaged populations or minority groups. The work we have carried out so far is mainly related to legal support regarding the association structure, preparation of general assembly meetings and internal regulations, support in obtaining visas for Portuguese volunteers that will travel in mission to Cape Verde and visas for Cape Verdean children who need to travel to Portugal for health reasons and support in the execution of protocols between the Association and Cape Verde entities.

Impact on Local Communities

AIESEC Portugal

Aldeia de Crianças
SOS

Fundação CAPITI

Associação
KANIMAMBO

SER + DAR +

Nuestra Medalla
Milagrosa

Ajude-me a Ajudar

Instituto Português
do Sangue e da
Transplantação

ADDHU

Nuestra Medalla Milagrosa

As part of our commitment to foster education, we are sponsoring the refurbishment of a nursery and primary school called Nuestra Medalla Milagrosa in Equatorial Guinea. This project is very close to our heart and we strongly believe that it will secure the future of this school in Equatorial

Guinea. Founded in 2010 by local teacher Milagrosa Sofi a Boko Geto, Nuestra Medalla Milagrosa is located in one of the most deprived areas of Malabo. The school is entirely funded by charitable donations and fills a gap created by the National Education system as it provides education to more than 50 children who would otherwise be unable to attend school. Milagrosa Sofia and her team have done a fabulous job, but in the most basic of environments. Current facilities include temporary classrooms without adequate drinking facilities, a very small number of desks, sometimes with no chairs, no blackboards and very outdated books in bad state. The ambition is to build a permanent school, to furnish it with the necessary facilities, and to populate it with qualified teachers. This is no small task in Equatorial Guinea. Miranda committed to raise the necessary funds to achieve those objectives. With this in mind, some of our professionals undertook a 200 kilometer bike ride in the coast of Portugal. Each Euro generated by our volunteers over this two-day ride was matched by Miranda, and as a result we collectively raised over €10,000. In addition, when Miranda's headquarters in Lisbon moved to a new office building, the sale proceeds of our old premises' furniture and equipment were also directed to this project. We hope that through concrete small gestures such as this one Miranda can have a big impact and make a real difference in the lives of disadvantaged children from some of the poorest areas of Malabo.



Impact on Local Communities

AIESEC Portugal

Aldeia de Crianças
SOS

Fundação CAPITI

Associação
KANIMAMBO

SER + DAR +

Nuestra Medalla
Milagrosa

Ajude-me a Ajudar

Instituto Português
do Sangue e da
Transplantação

ADDHU

Ajuda-me a Ajudar

In 2018, we set in motion a children clothes and toy collection campaign by inviting our internal staff to donate new or used toys and clothes appropriate for children (newborn to 16), which were assembled in a dedicated space for such purpose. All clothes and toys collected were delivered to the Association *Ajuda-me a Ajudar*, which distributed them to children spread throughout various slums and needy neighborhoods in the Greater area of Lisbon. We are happy to know that we made a lot of children happy, and the letters we received from some of them were incredibly powerful. So we decided to keep up with this initiative, which we aim to hold annually over the summer months.

Instituto Português do Sangue e da Transplantação

In 2017, fifteen professionals from the Portuguese Blood and Transplant Institute transformed our auditorium into a real campaign hospital. We invited other companies from our office building to join us and, ended up donating over 130 blood samples to the National Database for Bone Marrow Donors (*Base Nacional de Dadores de Medula Ossea*) and the BMDW – Bone Marrow Donors Worldwide. This initiative was a true success!

ADDHU

Miranda also supports ADDHU, a Portuguese Non-Governmental Organization for Development which mission is to implement and develop projects and programs of education for global citizenship, development cooperation and humanitarian assistance both at national and international levels, namely in Kenya and in Nepal. ADDHU supports orphans and vulnerable children, as well as teenage mothers and needy rural communities who live in extreme poverty conditions. In Kenya ADDHU founded the Wanalea Children's Home in January 2008, with the aim of rescuing destitute and vulnerable children, mostly orphans, from Nairobi's slums and extremely poor rural areas and giving them a home. One of our lawyers brought toys, clothes and other essentials for Wanalea's children's Home. She visited the orphanage in the outskirts of Nairobi in the context of a business trip, and spent a Saturday with the 30 children (from ages 4 to 18) living in the orphanage.

Legal Education

COOPERATION
PROTOCOL
Universidade
Politécnica de
Moçambique

JOBSHOP
Universidade
Católica Portuguesa
- Lisboa

PORTUGUESE
SCHOOL OF
MOZAMBIQUE

NEDERLANDSE
ORDE VAN
ADVOCATEN

GUINE-BISSAU
LAW SCHOOL

BOOKS FOR AFRICA



We want to play our part in creating a better world than the one we inherited and to be recognized by future generations as a good corporate citizen who strives to make a valuable contribution to society and the environment in a responsible and sustainable way.

Below are the main educational initiatives we worked on in 2017 and 2018:

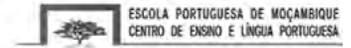


Universidade Politécnica

COOPERATION PROTOCOL



JOBSHOP



PORTUGUESE SCHOOL
OF MOZAMBIQUE



NEDERLANDSE ORDE
VAN ADVOCATEN



GUINE-BISSAU
LAW SCHOOL



BOOKS FOR AFRICA

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MOZAMBIQUE

NEDERLANDSE
ORDE VAN
ADVOCATEN

GUINE-BISSAU LAW
SCHOOL

BOOKS FOR AFRICA



POLYTECHNIC UNIVERSITY OF MOZAMBIQUE

Miranda Alliance Mozambique entered into a collaboration protocol with the Polytechnic University of Mozambique ("*Universidade Politécnica de Moçambique*") aiming to promote the integration of young graduates in the job market. In this context, the "*Pimenta e Associados - Miranda Alliance*" award was sponsored, with a view to rewarding on an annual basis the top law students from the university. Other than the public distinction which arises from this award, the winner is also given the opportunity to carry out an internship in our offices in Maputo and, may subsequently be selected to integrate the Firm as a lawyer. The *Universidade Politécnica de Moçambique* is one of the most prestigious legal education institutions in Mozambique and students who complete their degree at this university are deemed to be highly qualified.

JOBSHOP

Every year Miranda participates in Job Shops hosted in several Portuguese universities in Lisbon. This is an innovative program aiming to give law students increased access to a broad range of Portuguese law firms, such as Miranda. The students have the opportunity to attend debates and discussions on employment-related matters. A Firm Lisbon-based partner usually attends the Job Shop and is available to answer students' questions at Universidade Católica Portuguesa working at Miranda.

PORTUGUESE SCHOOL OF MOZAMBIQUE

In 2017, the Miranda Alliance member firm in Mozambique received a visit from a tenth grade class of the Portuguese School of Mozambique. The initiative, which integrated the humanities program of this school, allowed students to take a close look at the working environment of the Maputo office and get a real feel for what a normal work day looks like for a lawyer. Our colleagues had their hands full with the students and all their questions. After a small Q&A session, a tour of the office was conducted by our colleagues. The students left feeling inspired and more knowledgeable!

Legal Education

COOPERATION
PROTOCOL
Universidade
Politécnica de
Moçambique

JOBSHOP
Universidade
Católica Portuguesa
- Lisboa

PORTUGUESE
SCHOOL OF
MOZAMBIQUE

NEDERLANDSE
ORDE VAN
ADVOCATEN

GUINE-BISSAU LAW
SCHOOL

BOOKS FOR AFRICA

NEDERLANDSE ORDE VAN ADVOCATEN

Miranda received a group of 50 young lawyers, between the ages of 25 and 35, from Holland. These young lawyers came to Lisbon on behalf of the Dutch Bar Association in order to learn about the Portuguese law system and the day-to-day work in a Portuguese based law firm. Miranda's lawyers attended this event and exchanged points of view in a series of matters with their Dutch counterparts.

The visit began with a small tour of our office and was followed by sunset drinks in our outside deck space. We believe that this was a great experience, not only for the young lawyers who came all the way from Holland, but also for our lawyers, as both groups obtained insights on the work developed in each other's practices.

GUINEA-BISSAU LAW SCHOOL

Another noteworthy effort was the challenge that our Lisbon office undertook to collect and deliver law books to the Guinea-Bissau law school. During one week, colleagues from all levels brought books which they no longer needed to the office and deposited them at our central collection point. At the end of this effort, we managed to ship more than one hundred books to Guinea-Bissau, thereby filling a substantial gap and providing extra help to law students who need it.

BOOKS FOR AFRICA

In addition, in collaboration with the American Bar Association, we support Books for Africa, a leading non-profit that collects and ships donated text and library books to African countries thus fostering access to education and literacy in the continent. In the context of this initiative, we endeavor to raise awareness to the Books for Africa project and try to get other law firms and companies involved in the initiative. One example of our involvement was the shipment of a container with about 22,000 school books to Angola. At the time, Thomson Reuters offered two complete brand new sets of West Core Law libraries to the Agostinho Neto University and to the Angolan Bar Association for the benefit of the local legal community. In addition to these libraries, Thomson Reuters also generously provided a number of Portuguese and Brazilian law books to the two institutions. We contributed by supporting the shipping costs of the books to Angola, through individual donations of our employees which were matched by the Firm.

Local Charities and Fundraising

Rock'n'Law

Serve the City

GIRO - GRACE,
Intervir, Recuperar e Organizar

Blood Donation
for the National
Marrow Donation
Program



At home in Portugal, we are enthusiastic supporters of various local charities and promote events to raise funds and benefit a wide range of good causes.



ROCK'N'LAW



SERVE THE CITY



GIRO



BLOOD DONATION
FOR THE NATIONAL MARROW
DONATION PROGRAM

Local Charities and Fundraising

Rock'n'Law

Serve the City

GIRO - GRACE,
Intervir, Recuperar e Organizar

Blood Donation
for the National
Marrow Donation
Program



Rock'n'Law

Rock'n'Law is a unique and innovative initiative which unites the Law sector to a joint social responsibility project. Over the last eight years Rock'n'Law has raised over half a million euros, has supported 15 social solidarity projects and has contributed to causes such as the support of elders, fighting hunger, support to victims of domestic violence, social inclusion of disabled persons, amongst other relevant causes. Rock'n'Law raises funds by promoting music events for such causes. MIRANDA's music band, **Lex No More**, has been a regular performer at these events.

Serve the City

Serve the City is an initiative that supports several causes by building the bridge between people, institutions and places. Serve the City carries out its activity by launching and supporting various volunteering projects and actions in order to incentivate Lisbon become a fairer, more fraternal and solidary city. Serve the City addresses socially vulnerable people, taking action in causes concerning social exclusion, homeless people, elder's isolation, vulnerable children and youngsters, immigrants and refugees, etc. Miranda participates, on an annual basis, in Serve the City's Community Dinner. The dinner is served just as in any regular restaurant to an average of 130 volunteers and 170 disadvantaged people who sit side by side, sharing their meals and life experiences. So, once a year, a group of Miranda employees and their families volunteer to serve dinner to a group of homeless people.



Local Charities and Fundraising

Rock'n'Law

Serve the City

GIRO - GRACE,
Intervir, Recuperar e Organizar

Blood Donation
for the National
Marrow Donation
Program



GIRO - GRACE, Intervir, Recuperar e Organizar

GIRO is a volunteering initiative launched by GRACE, a corporate social responsibility association that carries out several interventions on a national basis in order to improve the quality of life of youngsters at risk, elders, defend animal rights and the recovery of natural spaces. Over the course of eleven editions GIRO has brought together over 7000 volunteers, whose work has benefited over 60 institutions and 19 thousand people across the country. Companies spend a day outside of their work environment with the aim to embrace a cause and alert to the importance of corporate social responsibility. In the current year, GIRO and Miranda worked together to help resolve the various problems arising from the wildfires which took place in Portugal during the summer, and which lead to devastating consequences in several districts of our country. In order to aid in solving several of these problems, four major goals were established for GIRO 2017: prevent forest fires and minimize their impact; Promote change of risk behaviors; raise awareness to the importance of forestry in matters of environment and climate change; value the resources which are assured by the forestry ecosystems. By integrating these four goals, GIRO in 2017 consisted of several activities, which took place from the North to the South of Portugal, two of which were undertaken by Miranda's volunteers – one in Porto and the other in Lisbon.

In 2018, a Miranda team joined GIRO in an organic farm that employs people with disabilities. Our Team planted and gathered vegetables of Portuguese origin in danger of extinction throughout the entire day.

Blood Donation for the National Marrow Donation Program

It is well-known that a bone marrow transplant is, in many cases, the only treatment for serious and potentially lethal illnesses, including various types of leukemia. Registering as a donor and collecting blood samples for purposes of compatibility tests can be carried out in various places. However, if a minimum of 30 people express their interest in becoming bone marrow donors, the Portuguese Blood and Transplant Institute may send a unit to a pre-agreed place to proceed with the registration and blood collection. All blood samples are automatically included in the National Bone Marrow Donors Database (CEDACE) and the World Database (BMDW - Bone Marrow Donors Worldwide). The donor can then, at any time, be contacted for additional tests, in case the same is compatible with a patient in need of a transplant. Miranda promoted a Bone Marrow Internal campaign and helped identify various donors who are now registered on the national database. A mobile unit and team from the Portuguese Blood and Transplant Institute came to our Lisbon headquarters to carry out the blood collection and registration.

6

2017-2018 and our Commitment for the Future

Ana Pinelas Pinto



Our CSR Committee and its three key areas – Pro Bono, Sustainability and Communities – currently engage more than 30 people at Miranda, between lawyers and professional staff, who dedicated several hours of their time to our CSR Action Plan for 2017-2018. These were fantastic years and we are grateful for everyone at Miranda for the renewed enthusiasm and hard work in our CSR initiatives. A special word of gratitude also to our clients, our colleagues of Miranda Alliance member firms and our partners and friends, who took part hand in hand with us in several CSR activities.

But there is still much to be done and we have ambitious plans going forward. Some of our clients, in particular in the petroleum sector, continue to increase their efforts to diversify and to reduce the carbon intensity of their energy

supply. Similarly, we are improving our processes to become more efficient and effective in managing our environmental impact and in measuring our carbon footprint. This is a mainstay goal of our Green Team and a personal commitment of everyone at the Firm. And we propose to enhance our efforts to spread environmental-friendly practices to all Miranda Alliance jurisdictions. Pro Bono is also an important piece of our 2019-2020 CSR Plan. We strongly believe in the benefits deriving from the sharing of multicultural practices and diversified experiences in the judicial systems within the 19 countries covered by the Alliance. Contributing to the promotion of the rule of law and access to justice in the communities where we operate is at the heart of our CSR policies. We will share all the details with you in the next CSR Report. In the meantime, let us continue to make the most out of doing the right thing.

thank you

Miranda Editorial Coordination

Ana Pinelas Pinto
Filipa Monteiro

Miranda Editorial Collaboration

António Gonçalves
Emilie Silva
João Pires Teixeira
Lília Tomé de Azevedo
Marta Barros e Bastos
Nuria Brinkmann
Oceane Paprocki

Graphic Design

Catarina Morais

LISBON

Av. Engenheiro Duarte Pacheco, 7
1070-100 Lisboa
P.: +351 217 814 800 | F: +351 217 814 802
E: lisboa@mirandalawfirm.com

OPORTO

Rua Júlio Dinis, n.º 826, 4.º andar
4050-322 Porto
P.: +351 220 439 500 | F: +351 220 439 501
E: porto@mirandalawfirm.com

www.mirandalawfirm.com

mirandaalliance

MEMBERS ANGOLA | BRAZIL | CAMEROON | CAPE VERDE | CÔTE D'IVOIRE | DEMOCRATIC REPUBLIC OF THE CONGO | EQUATORIAL GUINEA | GABON | GUINEA-BISSAU | MACAU (CHINA)
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