

We are driven by our values

Nonconformism  
Impact  
Empathy  
Diversity  
Courage

Our performance in 2023 | Our commitment for the future

Transformative Legal Experts

PL  
MJ

# Sustainability Report:

## Transparency

We are proud to present our 2023 Sustainability Report. This marks another chapter in our sustainability journey, which formally began with the development of our current strategy in 2020.

This is a transparent snapshot, not just of 2023 but of the last three years in total, of our sustainability performance, particularly in our priority areas of mental health and wellbeing, diversity and inclusion, and responsible business. It details our progress and identifies key metrics, outstanding initiatives and areas that will require our greatest attention in the coming years.

Many people have contributed to this report, all of whom have played a fundamental role in achieving the results presented here. As in previous years, we continue to monitor and report on our economic, social and environmental practices in accordance with the standards of the Global Reporting Initiative (GRI).

The publication of this report completes a strategic cycle. In 2024, we will enter a new phase of consultation with our stakeholders to shape our strategy for the coming years with new ambitions and commitments.

This report covers the period from 1 January 2023 to 31 December 2023. We are always available to talk about our work and this report in particular. Please do not hesitate to contact us with any questions, suggestions or comments you may have.

# The importance of continuing

As we complete our current strategic cycle, we are very proud to share the results to date of PLMJ's sustainability journey.

Over the past three years, we have focused on the areas that matter most to our people, clients, suppliers, partners and our communities at large. Our commitment to mental health and wellbeing has fostered a more supportive, inclusive and collaborative workplace, recognising that the success of our business lies in the wellbeing of every person.

We have made significant progress in diversity and inclusion. We have focused not only on meeting benchmarks, but also on creating an environment where all voices are heard and valued. The results are clear: more than an obligation of responsible business, diversity and inclusion has proven to be a key success factor for PLMJ's business. The creativity of a diverse team provides a more effective response to the challenges of our clients, who also have increasingly diverse teams.

Our commitment to being a responsible business extends beyond our offices. We have set net-zero targets, implemented emissions reduction measures and established policies that reflect our commitment to sustainable practices. Externally, we use our legal expertise to contribute to positive change in society and the planet through our ESG practice and pro bono legal services.

As we complete this strategic cycle and prepare for a new chapter of growth and responsibility, we take with us the lessons learned and the successes achieved. Our commitments to mental health, diversity and inclusion, and responsible business will remain unwavering pillars of our identity.

The next three years offer us the opportunity to redefine our strategy, set new goals and explore innovative ways to make a positive impact. Guided by our shared values, I am confident that we will continue to work for a more sustainable and inclusive world.

**I am deeply grateful to every person who is part of PLMJ, to our clients, partners and the communities we serve. Together, we are proving that by caring for each other and delivering on our commitments, we can create an enduring legacy.**

**Bruno Ferreira**  
Managing partner



# Our focus



**Mental  
health and  
well-being**



**Diversity  
and inclusion**



**Responsible  
business**

The next three chapters describe what each of these three key priority areas means to us, the work we have done on them and where we are falling short. For each area, we have defined commitments for which we can be held accountable in the years to come.