

CORPORATE SOCIAL RESPONSIBILITY REPORT

2013-2014



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Introduction

“PLMJ’s lawyers believe their day-to-day professional challenges should not prevent them using their time and skills to tackle social issues for the good of the communities to which we belong.”

We are very proud to present our first PLMJ Corporate Social Responsibility Report.

The pages of this report give tangible form to PLMJ’s long tradition of corporate responsibility, which began with the pro bono work done by founding partner António Maria Pereira. Now, the firm’s many achievements in this area come together in a single document for the first time.

Today, corporate responsibility is part and parcel of the way we work. PLMJ’s lawyers believe their day-to-day professional challenges should not prevent them using their time and skills to tackle social issues for the good of the communities to which we belong.

Supporting young Portuguese-speaking artists through the innovative and pioneering work of the PLMJ Foundation, led by founding partner Luís Sáragga Leal, is another cornerstone of what we do.

To achieve success and leadership, we believe, more than anything else, that it is crucial to respect our own people, our clients, our communities and the environment.

In times marked by the economic crisis, PLMJ has sought to redouble its efforts and the support it provides in the area of social responsibility, while maintaining the high standards of excellence and innovation that characterise the firm.

II. ABOUT PLMJ



II.1 Mission

PLMJ IS AN ORGANISATION GEARED TOWARDS PROVIDING FIRST-CLASS, SPECIALISED AND INNOVATIVE LEGAL SERVICES WITH HIGH ETHICAL STANDARDS.

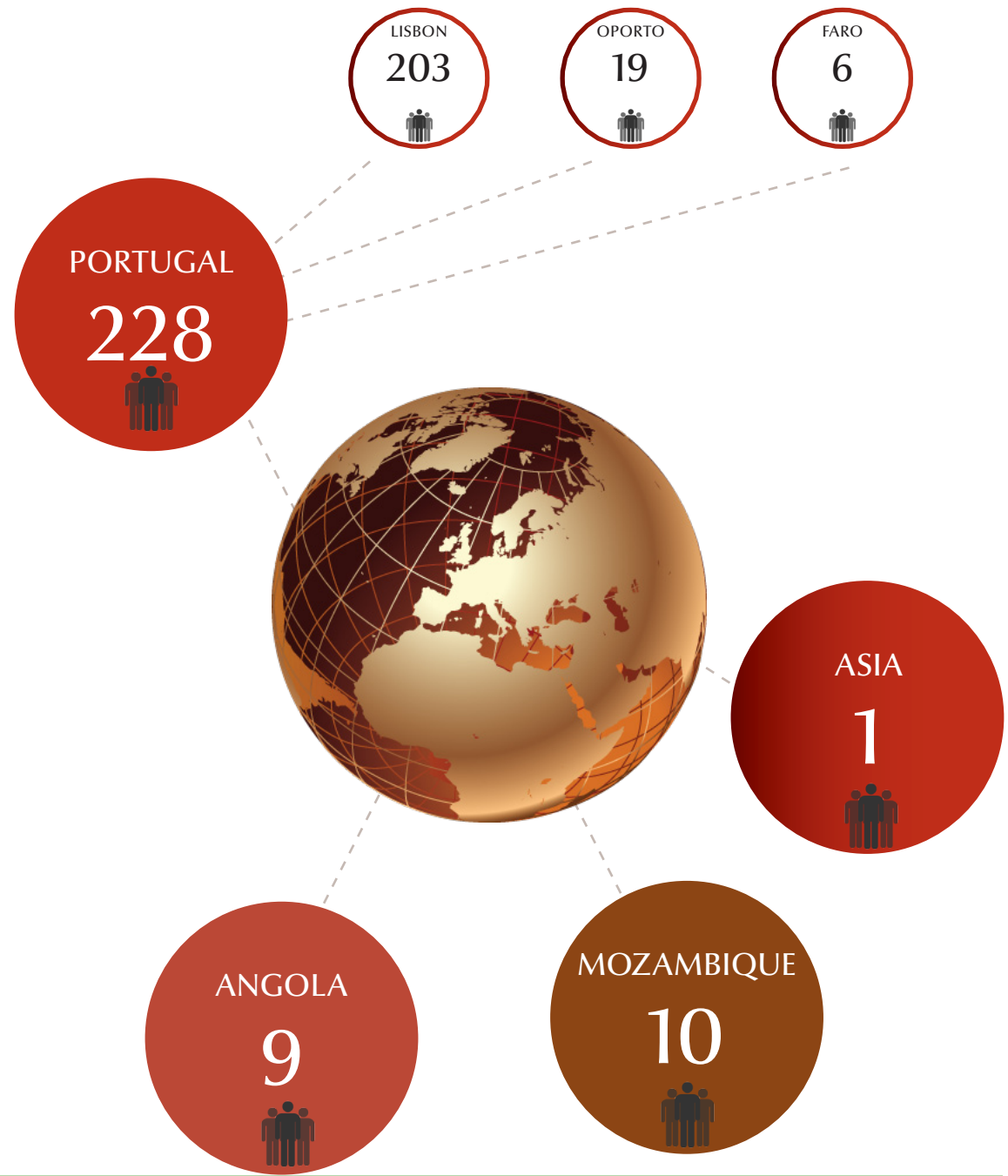


II.11 Values

- **INTEGRITY** The highest professional and ethical standards and loyalty and dedication to our clients' causes are essential to the prestige of the legal profession.
- **EXCELLENCE** The most demanding criteria and quality-control rules for our services are key to ensuring PLMJ's professional excellence.
- **TRUST** An open and close relationship with our clients and an understanding each one's specific needs ensure we provide made-to-measure services with added value.
- **SUSTAINED GROWTH** Organic and sustained growth, based on a meticulous and objective career plan, enables younger lawyers to progress and all our people to achieve fulfilment in their professional lives.
- **INDEPENDENCE** We are an independent law firm that values its Portuguese identity and we champion the legal, political and economic impartiality of our lawyers.
- **SOCIAL RESPONSIBILITY** PLMJ's lawyers embrace their collective responsibility towards the community, contributing to access to the law by providing *pro bono* services.
- **CULTURE** We are a law firm with a difference, with our own identity. Not limited to providing legal services, we rather see ourselves as a space for culture whose greatest pride is the PLMJ Foundation's contribution to shining a spotlight on visual arts in Portugal and in the Community of Portuguese Language Countries.

II.III The World of PLMJ

 248 LAWYERS
4 COUNTRIES
3 CONTINENTS



III. OUR VISION FOR CORPORATE RESPONSIBILITY



Pillars



Developing a culture of inclusion, training and sustained growth, based on a meticulous and objective career plan that allows younger lawyers to progress and all our people to achieve fulfilment in their professional lives, against a background of irreproachable ethical standards, professional excellence, independence and impartiality.

- Focus on our people and their careers
- Training
- Signing protocols
- Developing careers



Affirming PLMJ's social responsibility policy and inserting it into the social fabric by providing pro bono services to people and institutions in less-favourable situations, supporting charitable institutions and causes, supporting artistic expression in the Portuguese language and reducing our impact on the environment.

- Provision of *pro bono* services
- Support and sponsorship
- Support for artistic expression in the Portuguese language
- Protection of the environment



Contributing to access to education for young law students with financial difficulties in Portugal and Portuguese-speaking African countries. Maintaining the capacity to innovate and go the extra mile in search of new legal solutions, without losing focus on the client and the excellence and rigour that characterise PLMJ.

- Supporting access to legal education
- Innovative initiatives in the area of the law



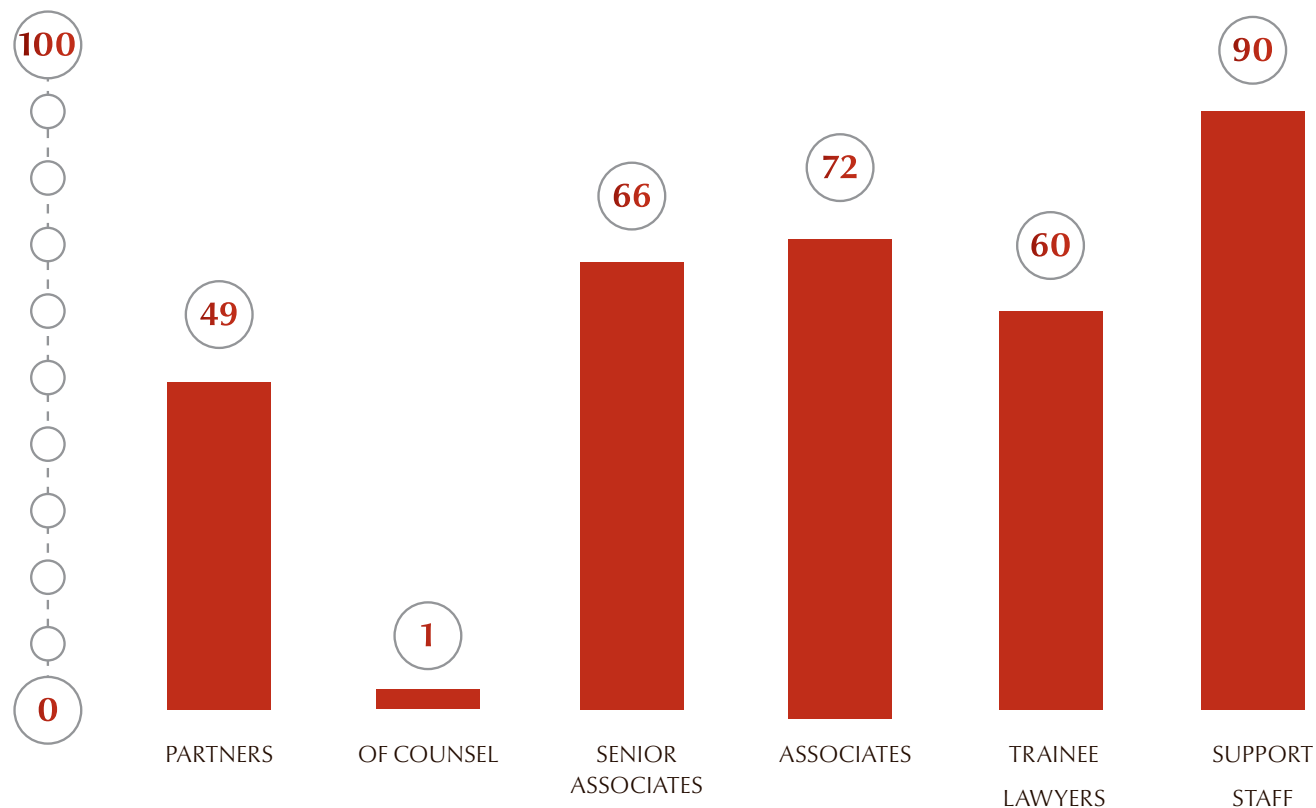
IV. OUR IMPACT ON PEOPLE



IV.I PLMJ Team

In PLMJ, the commitment to provide first class legal services is directly related to the talent of our team. Competitiveness and constantly striving to stand apart place human capital at the heart of the firm, whose greatest asset is its knowledge. This focus on our team is central to the management of PLMJ and the key to our competitive edge.

PLMJ INTERNATIONAL LEGAL NETWORK TEAM MEMBERS



IV.II Protocols

“This protocol has brought enormous benefits to our lawyers through the exchange of experiences with some of the best law professors in the world. It has also contributed to stimulating our legal creativity and capacity to innovate.”

*Manuel Santos Vitor,
PLMJ Managing Partner*

PROTOCOL WITH THE FACULTY OF LAW OF UNIVERSIDADE CATÓLICA PORTUGUESA

Signed in May 2013, the protocol that links the PLMJ Excelentia Training Centre to *Universidade Católica Portuguesa* (UCP) provides for close corporation between the two entities in training and support for specific programmes of the Faculty of Law and Católica Global School of Law (CGSL). This protocol is the fruit of a pioneering initiative to create an intensive *in-house* training course for PLMJ lawyers, designed and taught by CGSL, and for PLMJ to sponsor the Master of Tax Law course at UCP.



PROTOCOL WITH INSTITUTO SUPERIOR TÉCNICO

The objective of the protocol signed with *Instituto Superior Técnico* (IST), Portugal's leading school of engineering, science and technology and architecture, is to promote innovation and entrepreneurialism. Through this partnership, PLMJ provides specialist and high quality legal support for innovative venture capital projects with great potential. These projects are presented by researchers and students through IST's technology transfer area.

Under this partnership, PLMJ also provides IST with legal support for start-ups as well as training for its teaching and non-teaching staff on topics related to technology transfer. We have also created a "Bank of Hours" to advise IST on potential investment projects and to provide legal support for international initiatives.

"This protocol positions us as direct participants in the process of forming the future of Portugal's economy."

*Duarte Schmidt Lino,
Head of the Private Equity Team*



PROTOCOL WITH THE LAW FACULTY OF THE UNIVERSITY OF COIMBRA

PLMJ signed a protocol with the Faculty of Law at the University of Coimbra to bring close ties between the teaching institution and professional practice, with a focus on the joint training of new professionals. The protocol provides for internships in PLMJ, joint organisation of events, PLMJ's participation in job shops at the faculty, participation of faculty lecturers in PLMJ initiatives, attendance at postgraduate courses and other training courses at the faculty and access to the faculty's library. The protocol also provides for PLMJ to give financial assistance in the acquisition of books.



“This protocol will create closer ties and is aimed at the joint training of new professionals.”



IV ENCONTRO INTERNACIONAL DE ARBITRAGEM DE COIMBRA



III CONGRESSO DE DIREITO DAS SOCIEDADES em Revista



THE MAIN EVENTS WE HAVE SUPPORTED:

- Coimbra International Arbitration Meeting III Congresso Direito Sociedades em Revista
- 3rd Corporate Law in Review Congress Debate “Arbitragem Internacional em Maputo”
- International Course on Petroleum Transactions
- Debate on “International Arbitration in Maputo”
- 7th Commercial Arbitration Congress
- 1st Intensive Arbitration Course of the University of the Minho
- International Property Law Summer School for Austria Connect 2013

IV.III Training



The PLMJ Training Programme has, for a long time, been a hallmark of the firm's excellence.

PLMJ has focused on, and has always invested in, creating the right conditions for the continuous training and academic and professional advancement of its lawyers.

The PLMJ Exceletia Training Centre Provides internal and external training programmes in all branches and specialist areas of the law and the programmes are aimed at lawyers, support staff and clients of the firm.

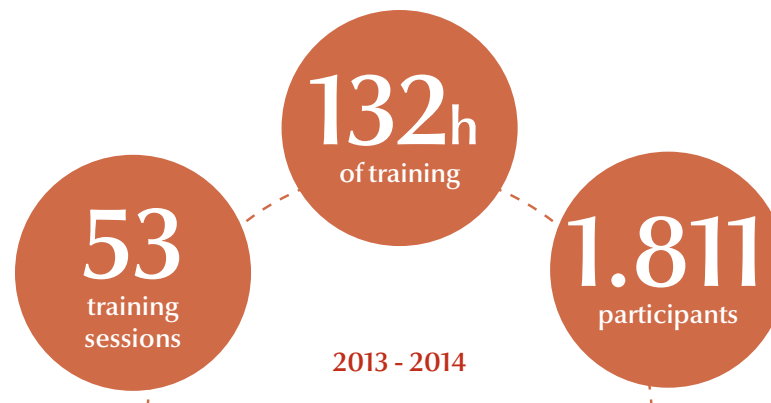
Besides the firm's own training programme, PLMJ provides encouragement and practical support to its lawyers to further their academic training in their chosen areas and to acquire specialist skills.

In 2011, PLMJ created the PLMJ Exceletia Training Centre. The prime objective of Exceletia is to ensure PLMJ lawyers and support staff acquire an in-depth vision of the challenges of the profession, of business and of the markets in which our clients operate.

All internal and external training is taken into account for the purposes of annual evaluation and consequent career progression in PLMJ and we believe this is one of the reasons why PLMJ stands out from the crowd in Portugal.



MANUEL LOPES ROCHA
Partner, Head of Training



24
sessions

1.173
participants

TRAINING – A FOCUS ON DEVELOPING TALENT

- Technical Training

Technical legal training, with sessions focused on current topics and key legal trends with broad interest and relevance. The sessions are given by PLMJ lawyers who specialise in the area in question.

7
sessions

240
participants

- Training in personal development

Sessions dedicated to behavioural training and personal development (professional and ethical) as well as to fluency in English, given by PLMJ speakers. The aim of this training is to improve the personal attributes and skills of PLMJ's lawyers, including verbal communication, presentation techniques, public speaking, teamwork and leadership capacities, among others.

18
sessions

243
participants

- Training in new tools

Sessions focusing on IT tools and internal procedures in PLMJ to enhancing use and knowledge of the resources available.

5
sessions

143
participants

- Global Business Programme

Under a protocol signed in May between PLMJ and Católica Global School of Law (part of the Faculty of Law of Universidade Católica Portuguesa – Lisbon), we created a made-to-measure training programme aimed at further improving the quality of the services we provide by enhancing behavioural capacities and consolidating knowledge of current international trends in legal matters.

IN FOCUS



PLMJ International Week

2014 saw the first PLMJ International Week, which featured a set of topic-based sessions on the markets where PLMJ has a strong presence through PLMJ International Legal Network, to bring lawyers greater awareness of the workings of these markets.

During the week of 14 to 18 July, hundreds of lawyers attended training on PLMJ's internationalisation strategy, on Chinese, Angolan and Mozambican clients and the markets of those countries, but also on European markets such as Germany, Italy and Switzerland.

ANGOLA, BRAZIL, CAPE VERDE, CHINA,
MACAO, MOZAMBIQUE, PORTUGAL, SWITZERLAND...

TOGETHER WE ARE ONE.
JET LAG WON'T STOP US!



132.800 €
in support for training

EXTERNAL TRAINING – A FOCUS ON SPECIALISATION

PLMJ also encourages its people to attend external training sessions organised by other institutions. These complement the training we provide internally and enable our lawyers and support staff to acquire a greater degree of specialisation and professional development.

- Advanced LLM in International Business Law

The protocol with *Universidade Católica Portuguesa* also enables PLMJ's lawyers to attend the LLM programme in International Business Law, a course featured in the Financial Times Innovative Schools Report. This course boasts some of the best professors in the world and a cutting edge, innovative and global approach to business law.

LL.M 2013/2014



Rita Albuquerque
Senior Associate

LL.M. 2014/2015



André Abrantes
Associate

+160 lawyers with
doctorates, masters
and LL.Ms

+17 Lawyers with
ties to universities as
lecturers

- Master of Tax Law

PLMJ sponsors the Master of Tax Law course at the Faculty of Law of UCP, which offers advanced and wide-ranging training in key areas of Portuguese business taxation. PLMJ partner Serena Cabrita Neto is also a member of the teaching staff.

- Nova Executive Education - Managing the Law Firm

In May 2014, three PLMJ partners had the opportunity to attend the first edition of the Executive Education course at Universidade Nova de Lisboa. The course covered the principles of team management, management indicators and relationships with clients in law firms. The aim of the course is to prepare participants for leadership positions.



Maria João Mata
Partner



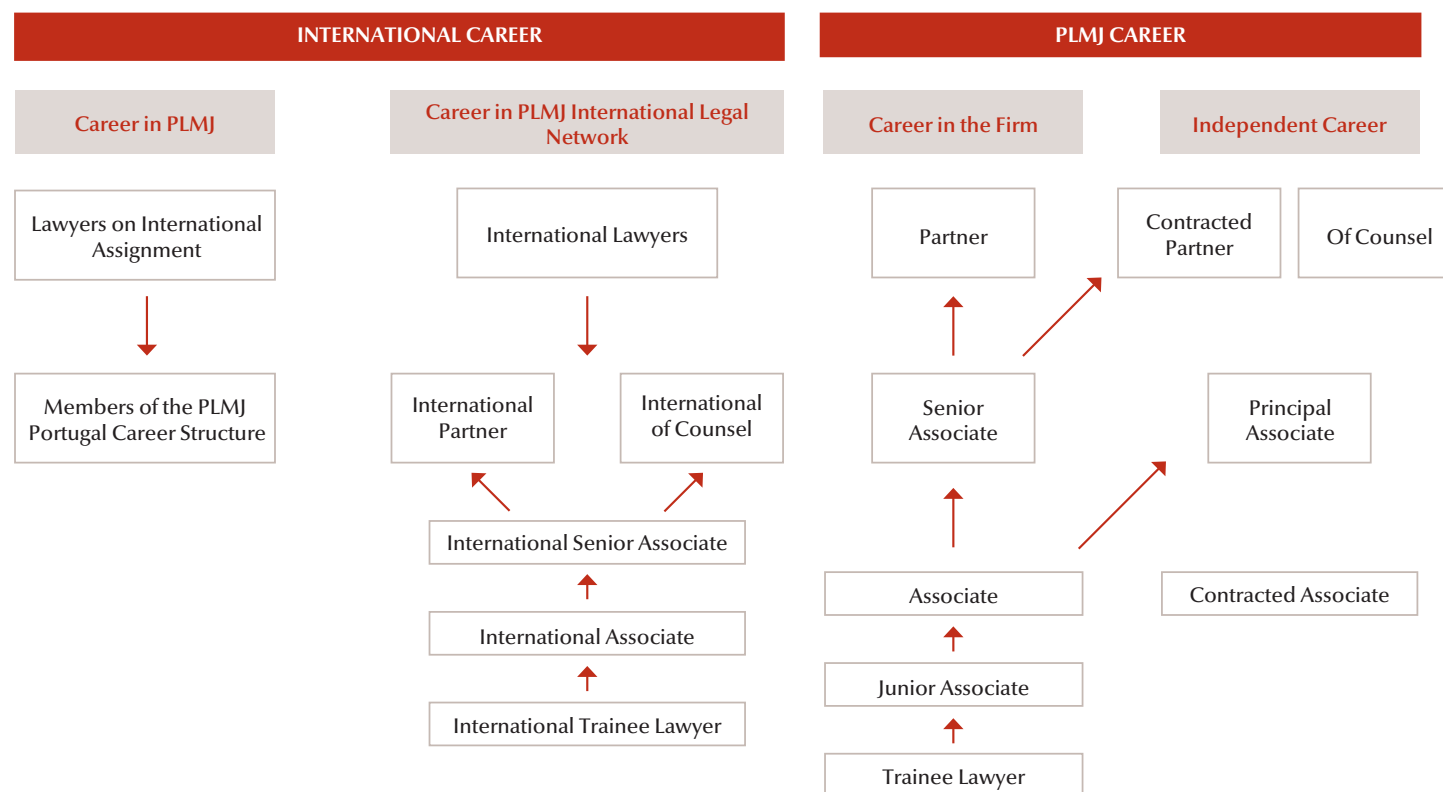
Hugo Rosa Ferreira
Partner



Tiago Mendonça de Castro
Partner

IV.IV Career Plan

PLMJ seeks growth that is, above all, organic and sustained, and is based on a meticulous and objective career plan that allows younger lawyers to progress and all our people to achieve fulfilment in their professional lives. At the same time, this approach boosts the competitiveness and efficiency of the firm.



Career progress is based on the excellence of the work done by our lawyers and their daily contribution to increasing the competitiveness and reputation of PLMJ. This approach recognises the technical qualities, professional merit, specialisation and leadership capacity of our lawyers.

V. OUR IMPACT ON THE COMMUNITY



V.I

Pro Bono

PLMJ and its lawyers make individual and collective contributions to social causes in a spirit of commitment to their citizenship obligations towards those suffering from the greatest disadvantages. We are committed to making a positive contribution to the communities to which we belong and our aim is to have a real impact on society and to make a real difference.

Pro Bono

With a long tradition in the history of the firm, the provision of pro bono services was pioneered by founding partner António Maria Pereira and, since then, this mission has been headed by a number of different lawyers from the firm.

To manages these services, PLMJ created its *Pro Bono Committee*, which is responsible for planning, defining and running the programmes, and reports to the Managing Partner. This committee analyses requests for *pro bono* support and looks at the potential beneficiaries. Requests come directly from charitable institutions or from PLMJ's own lawyers. With clearly defined regulations that establish the criteria for selecting cases worthy of legal support, PLMJ has been supporting a more diverse range of institutions and, today, it assists a range of social, medical and cultural institutions. The relationship between our lawyers and the people who run these institutions is very close, as it is with all our clients.

PRO BONO COMMITTEE



Maria da Conceição Cabaços
Partner



Filipa Cotta
Senior Associate



As in previous years, our work in this area has, in essence, involved a focus on providing the usual services of a law firm on a pro bono basis. The signature of a number of protocols has led to an increase in the amount of pro bono support given to a various charitable and social solidarity institutions, NGOs and other not-for-profit bodies.

In yet another year of economic crisis, PLMJ has also seen an increase in requests for *pro bono* assistance from individuals.

Between September 2013 and August 2014, the new beneficiaries of pro bono assistance from PLMJ were:

- Instituto Superior Técnico
- *PRO BONO* Portugal
- *Refood* – using “waste” food to end urban hunger
- *Rumo à Vida* – helping young people at risk
- *Aldeias Crianças SOS Portugal* – support for children in vulnerable situations
- Portuguese Tuberous Sclerosis Association
- European Council on Refugees and Exiles



Over the past year, the main beneficiaries of pro bono legal support were:

- *Companhia Olga Roriz* – contemporary dance company
- *Chapitô* – social reintegration through the arts
- APSA – Portuguese Asperger’s Syndrome Association
- The Serralves Foundation
- Orquestra Geração – teaching music to change young lives
- *Acreditar* – association for parents and friends of children with cancer
- *Associação Bagos d’Ouro* – support for underprivileged children in the Douro region



IN FOCUS

“We want to contribute to better access to justice and quality legal services for those who most need them.”

*Filipa Cotta,
PLMJ Pro Bono Committee*

PLMJ signs protocol with ‘PRO BONO’ to provide legal support to charitable institutions

In line with its culture of social responsibility, PLMJ supports PRO BONO, a singularly innovative project in the field of social solidarity, whose aim is to provide legal support to those most in need.

PRO BONO is an institution created recently to provide voluntary legal services. It acts as a hub to select cases after analysing needs in cooperation with accredited charitable institutions. The cases are then passed on to law firms that partner the project.

Under this protocol, PLMJ supports PRO BONO’s work by providing free legal advice and judicial and administrative case support to people in need who are being assisted by the charitable institutions. PLMJ also provides legal training to PRO BONO and the institutions it supports.



V.II Sponsorship and Support

2013 - 2014

29.500€
Value of support
and sponsorship

1.100€
donated to APELA

We believe we have an important role to play in the communities to which we belong and to contribute to their development and success. In this context, we have selected a number of projects and initiatives in civil society that we identify with, to provide support by making donations or fundraising.

Initiatives supported

- Brands like Brands Festival
- *BES Realize o seu Sonho* – a competition for entrepreneurs
- InovPortugal
- 5th Charity Bullfighting Festival
- 2nd Bosch Solidarity Run Feira Internacional de Imobiliário
- MIPIM - International Real Estate Fair
- PLMJ Charity Christmas Tree – collection of food for the needy
- Campaign to collect and donate school textbooks PLMJ
- MSV – a charity helping the needy of all ages
- *Um pequeno gesto, uma grande ajuda* – helping the needy in Mozambique

#PLMJ#icebucketchallenge

More than 100 people from Lisbon, Oporto, Faro, Luanda, Maputo and Macao took part in the #icebucketchallenge to support research into amyotrophic lateral sclerosis, responding to a challenge made by our colleagues at the law firm VdA. In taking up this challenge, PLMJ International Legal Network donated €10 for every lawyer and staff member who took part in the event to the Portuguese Amyotrophic Lateral Sclerosis Association.

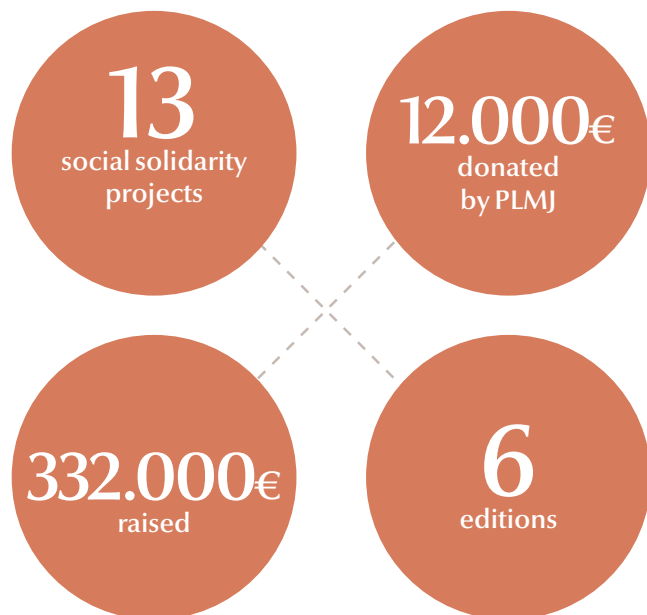
Rock'n'Law

PLMJ supported Rock'n'Law for the sixth successive year. This is a charitable event organised by lawyers to raise funds for worthy causes.

PLMJ's band "Fora da Lei" or "The Outlaws" once again joined 13 bands from other law firms who take to the stage every year for this unique joint fundraising event.

This year's edition broke all previous records raising €74 691 for the charity Re-food to open 20 new centres by the end of the first quarter of 2015. Each centre collects unwanted food from restaurants, cafés and supermarkets, which is then organised and packed up to be sent to the local people who need it most.

In its first 6 editions, Rock'n'Law has supported 13 charitable projects and raised around €332 000.



V.III PLMJ Foundation

PLMJ seeks to give back some of its success to civil society by supporting young artists from Portugal and the PALOP countries (countries in Africa where Portuguese is the official language) through the work done by the PLMJ Foundation. The Foundation is a pioneer in its position as a patron of the visual arts in Portugal and, increasingly, in countries where Portuguese is the official language.

The origins of the PLMJ Foundation date back to the late 90s. In a ground-breaking move among law firms in Portugal, PLMJ started a collection of paintings, drawings and sculptures that was later broadened to include photography and video. This venture, under the motto "A law firm as a space for culture", later became the PLMJ Foundation.

The Foundation plays an important role in shining a spotlight on visual arts in the PALOP countries and in supporting young artists. It is already one of the principal players in the cultural world in Portugal and the largest source of discovery and promotion of contemporary artists in Portugal, Angola and Mozambique.



PLMJ FOUNDATION COLLECTION





Gemuce (detail)
Heaven, 2007
PLMJ Foundation Collection

In 2013/2014, the PLMJ Foundation, in its position as a leading light in today's cultural panorama, received an enormous and diverse number of invitations to participate in and contribute to cultural projects and institutions:

Donations of works of art and books

In a joint initiative with PLMJ's Pro Bono Committee, the PLMJ Foundation marked the European Day of Foundations and Donors with the gift of 10 works of art from the PLMJ Foundation collection. The beneficiaries of this initiative were two social and humanitarian associations, APSA – the Portuguese Asperger's Syndrome Association and the association Bagos D'Ouro. In addition to this, gifts were made of sets of books containing every edition of the PLMJ Foundation's annual publications - dating back to the year 2000 - to three art schools: the Faculty of Fine Arts in Lisbon, the Faculty of Fine Arts in Oporto and the National Society of Fine Arts.

Participation in Exhibitions

Presentation of the screening of "25 Frames por Segundo: Videos from the PLMJ Foundation Collection", a collection of 42 videos at the Lisbon exhibition centre, *Feira Internacional de Lisboa*, from 14 to 17 November. The exhibition "100 WORKS, 10 YEARS: a Selection from the PLMJ Foundation Collection" to mark and celebrate a cycle of 10 years of holding exhibitions, at the Arpad Szenes – Vieira da Silva Foundation, which was open until 27 January.

Participation in Publishing Projects

Completion of the PLMJ Foundation's annual publishing project with the publication of the book "Linhas em Torno de Ideias: Obras em Papel da Colecção da PLMJ Foundation". This book includes a selection of the drawings added to the PLMJ Foundation collection since the year 2000 and features around 50 works by 45 artists. It provides an overview of the many approaches to drawing witnessed in Portugal since the beginning of the new millennium.



Famós (detail)
Jardim de infância para Adultos, 2010
PLMJ Foundation Collection

**ACQUISITIONS OF
WORKS OF ART
2013**



Patronage of Publishing Projects

“As Roças de S. Tomé e Príncipe”, by architects Duarte Pape and Rodrigo Rebelo de Andrade, is the culmination of their scientific research work into the urbanism and architecture of São Tomé and Príncipe, one of Portugal’s former colonies. The photographs on the front and back covers of this book were added to the PLMJ Foundation’s photography collection and the publication is dedicated to the works of Joana Vasconcelos for Portugal’s participation in the 55th Venice Biennale.

Lending of works

Loan of Joana Vasconcelos’ 2005 work Euro-Visão, at the request of the Directorate-General of Cultural Heritage. The works was loaned to form part of the individual exhibition of the artist’s work at the Ajuda National Palace that was held between 22 March and 25 August.

Conferences on Cultural Topics

PLMJ has a tradition of supporting cultural initiatives in CPLP (Community of Portuguese Language Countries). In line with this tradition, the PLMJ Foundation organised a lecture jointly with MUSART, the National Museum of Art of Mozambique entitled “Curatorship and Art – Current Challenges”. The lecture, which took place at MUSART on 6 June 2013, was led by the curator of the PLMJ Foundation, Miguel Amado, and the event was covered extensively by Mozambique’s cultural media.

Partnerships

A protocol with the production company of the television programme *Fotografia Total*, which is broadcast by the Portuguese channel TVI24. This programme looks at a range of topics around the central theme of photography as an art form, so it is the perfect showcase for the photographs of the PLMJ Foundation.

Internal Projects

- Art & Law Project: A creative writing challenge was presented to the PLMJ community – to write about the works of art of the PLMJ Foundation. This challenge resulted in a whole range of texts (poems and stories, among others), that reflected PLMJ’s motto: “a law firm as a place for culture”.
- Organisation of guided visits to art gallery exhibitions including the *Galeria Belo-Galsterer*.

V.IV The Environment

PLMJ's lawyers are committed to sustainable practices in their work as they seek to reduce the environmental impact of what they do.

PLMJ has an active sustainability policy embodied in the use of environmentally friendly solutions for its offices and equipment to ensure savings and more efficient use of energy and water. Practical solutions include the use of more efficient lighting systems and automatic taps.

We are also committed to reducing waste by containing ecological waste, extensive use of recyclable materials, a policy to reduce the quantity of printed material and increase the use of digital media, and separation of waste for recycling.

It is impossible to have effective management without having reliable average consumption figures. For this reason, we continually monitor consumption to identify potential waste and opportunities for improvement.



VI. OUR IMPACT ON INNOVATION AND ACCESS TO EDUCATION



VI.1 Access to the law

2013-2014

36

New Trainee
Lawyers

Through its trainee lawyers programme, PLMJ gives law graduates the opportunity to complete their training and begin their professional careers as lawyers.

PROFESSIONAL TRAINING

At the beginning of each academic year, PLMJ welcomes a group of young law graduates to begin their period of professional training, their stepping-stone to becoming fully-fledged lawyers. This group is chosen by the Recruitment and Training Committee which looks to select people with the profile and will to embrace a career with a future, who aspire one day to become PLMJ partners. Each trainee lawyer is mentored by a sponsor (usually a PLMJ partner), who provides support throughout the future lawyer's training period.

SUMMER INTERNS

Established by PLMJ nine years ago, the summer interns programme has two main objectives: to provide law students with their first contact with the profession and to give PLMJ an opportunity to spot new talent.

PROFESSIONAL TRAINING GROUP 2014



SUMMER INTERNS GROUP 2014



IN FOCUS



Brighter Legal Future Programme

As part of its commitment to social responsibility, PLMJ created the “Brighter Legal Future Programme”. The aim of this programme is to support young law students with financial difficulties in Portugal and in some of the PALOP such as Angola, Mozambique and Guinea-Bissau. The programme is based on merit and academic achievement and seeks to ensure that these students are able to complete their academic studies. It also seeks to improve their qualifications through a mentoring plan provided by PLMJ lawyers that is intended to help the students get ahead and enter the job market. For many of the students, this financial and professional support is nothing less than a “life changer” because, without it, they would have to give up their studies and their career aspirations.

Under this programme, PLMJ has developed a number of initiatives including:

- **An emergency fund for law students at Universidade Nova de Lisboa**

A protocol to work with the students Association of the Faculty of Law of *Universidade Nova de Lisboa* to create an emergency fund to support students who are at risk of giving up their studies, by making a contribution of €5000 towards payment of fees.

- **A project to collect books for law faculty libraries**

At the beginning of 2014, PLMJ organised a collection of books to be donated to law faculties in Portugal and in the PALOP countries. PLMJ and its lawyers donated around 60 legal reference books together with a number of copies of the PLMJ Legal Collection.

- **Guinea-Bissau Scholarship**

The award of a scholarship to a student of the Guinea-Bissau Faculty of Law to follow an 8-month professional training programme at PLMJ which represents financial support of €6000.



V.II Innovation



Innovation can have an impact on the small and large details of any law firm. Innovation has always been in PLMJ's DNA and its 25th place in the Financial Times ranking of the 50 most innovative law firms in continental Europe proves this fact. Innovation in legal practice and an internal policy to stimulate innovation are examples of how this issue is at the heart of everyday life at PLMJ.

Main innovation initiatives

- 1st PLMJ Innovation 2014 Competition
- 1st Intensive Arbitration Course in Portugal
- 1st Global Business Programme
- 1st Edition of InovPortugal
- 1st Annotated Angolan Real Estate and Public Law Legislation
- 1st Guide to Real Estate Investment in Portugal, Angola and Mozambique

PLMJ Legal Collection

The PLMJ Legal Collection is a collection of books by PLMJ lawyers that present and discuss innovative topics in the legal community in order to contribute to ties between theoretical and practical legal knowledge and bring academic legal research together with real world know-how.

This project, which results from a partnership between PLMJ and the leading publisher Coimbra Editora, is a contribution by PLMJ's lawyers that enables the wider legal community to benefit from the authors' commitment to meeting the demands of rigorous research.

The PLMJ Legal Collection already boasts 7 volumes covering various areas of the law.

VII. OUR PRIORITIES FOR 2015-2016



OUR PRIORITIES FOR 2015-2016

People:

- To renew our current protocols with universities and broaden our network of protocols with leading institutions in Portuguese-speaking countries
- To go on investing in the PLMJ Excelentia Training Centre, continuing our internal and external training programmes and encouraging the personal and professional development of our lawyers and support staff. To share our know-how and experience with our clients
- To maintain a policy of organic growth, focusing on professional merit

Community:

- To foster a culture of social responsibility among our lawyers
- To continue with the work done by the PLMJ Foundation in supporting young artists
- To involve all our people in adopting environmentally friendly practices

Innovation and Education:

- To broaden the scope of the “Brighter Legal Future Programme”, developing new initiatives
- To redouble our commitment to innovation, increasing the number initiatives, particularly those aimed at developing the law in Portugal and in Portuguese-speaking countries



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<http://www.linkedin.com/company/plmj>
www.linkedin.com/company/plmj-international-legal-network



THE WORLD OF PLMJ ON ONE SITE

This Corporate Social Responsibility Report is also available online at www.plmj.com. Here you will also find informative notes, investment guides, information about seminars, conferences, business breakfasts and exhibitions, and lots of other interesting news and events.

PLMJ  
SOCIEDADE DE ADVOGADOS, RL

www.plmj.com

PLMJ
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LEGAL NETWORK
THINK GLOBAL, ACT LOCAL

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