

# 2016 CSR Highlights

Details of Social Responsibility Activities  
by Jipyong in 2016

## Law and Ethics

### 01 Internal Control Procedures for Prevention of Conflict of Interests

Jipyong Ethics Charter  
(It has 13 provisions including duty of good faith toward clients; obligation to notify; provision of legal services within fair and reasonable scope; obligation to make best efforts irrespective of the amount of legal fees; prohibitions on representation of both parties; prohibition on pursuit of private interest; non-discrimination, etc.)

Check system for prevention of conflict of interests

Effort to avoid conflict of interests

Established the Ethics Committee (chaired by Ji-Hyung Kim) in 2016

Ethics Committee is responsible for investigating and handling legal ethics violations, answers to inquiries related to professional ethics of lawyers, petition for disciplinary action under the Disciplinary Rules for Professionals, and ethics education for members, etc.

### 02 Control Procedures upon Detection of Illegal Conduct

Reporting procedures upon detection of illegal conducts  
(Article 13 of the Ethics Charter: procedures of notifying or reporting to the Managing Committee and the Ethics Committee, etc.)

### 03 Utilization of Arm's Length Experts

Compliance with obligation to restrict acceptance of cases by ex-public official attorneys

## Non-Discrimination and Workforce Diversity

### 01 Workforce Diversity

High ratio of female attorneys (31.9% of all lawyers; 16.9% of the partners)

Recruited a visually impaired US attorney (Sept. 1, 2015)

Ratio of the disabled to all members is 3.1%, which meets the mandatory employment ratio (however, the ratio goes down to 2.4% and falls short of the mandatory employment ratio if all overseas offices are included)

Recruited one hearing-impaired staff whose first language is sign language; one staff with impairment from brain lesions

One North Korean defector

We gather opinions of various members in the course of management through the Associate Community (gathering of prospective partners) and SOUL (staff gathering), etc.

### 02 Non-Discrimination against Minorities

Non-discrimination policy for minorities (caring for minorities and respecting women)

Gender Equality Committee was established to stress and educate non-discrimination against women

Activities for non-discrimination against the disabled established as major pro bono activity

Use of braille business cards for the visually impaired

### 03 Transparent and Fair Recruiting Process

Efforts for transparent and fair recruitment

Recruiting without any discrimination with respect to gender, Judicial Research and Training Institute/law school graduate, and disability

Any information irrelevant to a candidate's competence such as family (parent) background not to be included in the job application form

It has been pointed out that our recruitment is biased toward a particular university

All new attorneys execute the employment agreement immediately upon joining Jipyong

### 04 Working Environment for Balance in Work/Family Life

Jipyong received the "1st Award for Maintaining Work/Family Life Balance in Legal Professions" from the Korean Bar Association

Childcare leave taken by 7 attorneys and 13 staff

Maternity leave taken by 3 male spouses

Two-work hour reduction for staff in the first 12 weeks or 36+ weeks of pregnancy (6 cases)

Reduced and flexible work hours for staff (2 cases)

## Donation, Community Service and Pro Bono Activities

Donation, Voluntary Service, Representing and Supporting Pro Bono Lawsuits, Pro Bono Consultation, Supporting the Personnel Expense of Pro Bono Attorneys, Training and Supporting Pro Bono Attorney Candidates, Supporting Public Interest Organizations, Study of Public Interest Laws, Supporting System Improvement or Legislation Related to Public Interest

Total time spent on pro bono activities by all members amounts to 5,433.06 hours

See pro bono activity index for more detail (pp. 30~31)

## Training of Legal Professionals

### 01 Internship Programs

Summer/Winter internship programs

Supporting public interest internship program hosted by Duroo

### 02 Educational Support for Practical Subjects at Law Schools

Many Jipyong lawyers teach as lecturers for practical subjects at numerous law schools including Korea University, Seoul National University, Yonsei University, Ewha Womans University, Wonkwang University, Chung-Ang University and Hanyang University

## Acceptance of Proper Legal Cases

### 01 No Unethical Cases

We refuse to take any cases which are unethical or contrary to social justice or which may unfairly harm a third party (Article 3 of the Ethics Charter)

### 02 No Excessive Taking of Cases

Prohibition on taking cases by evasion of law

No excessive competition in accepting cases

## Environment

### 01 Activities for Carbon Emission Reduction and Recycling

Power saving and recycling campaigns (used book store, etc.) through the Environmental Group

Encouraged use of recycled materials including using both sides of paper

### 02 Supporting Environmental NGOs

Representation in pro bono lawsuits related to environment (constitutional appeal pending with respect to compensation for damage from power transmission lines)

Support for environmental NGOs

## Information Disclosure and Social Responsibility Report

### 01 Disclosure of Law Firm Information on Current Status of Members, etc.

Disclosure of law firm information

Disclosure of information based on pro bono activity assessment index for law firms

### 02 Publication of Social Responsibility Report

Jipyong first included its social responsibility performance in 2015 Jipyong/Duroo Pro Bono Annual Report, and published 2016 Jipyong Annual Report – Social Responsibility and Sustainability, the first among Korean law firms

※ The items in the above table have been prepared with reference to the standards suggested by Professor Hong Sung Soo at Sookmyung Women's University in his article titled *Comments on Law Firms' Social Responsibility* (Law and Society, Issue No. 43, Dec. 2012). The statistics and activities mentioned in this Report are as of the end of 2016.