

## Message from the Managing Partners





Konstantinos Karatsolis Managing Partner

In this transformative era, DTK Law Firm stands at the forefront of legal innovation and excellence. As Managing Partner, I am immensely proud of our team's unwavering commitment to providing exceptional legal services. Our journey has been marked by significant challenges, yet our resilience and dedication have enabled us to emerge stronger and more focused. We have adapted to the evolving legal landscape, integrating cutting-edge technologies and sustainable practices to better serve our clients and community. Our achievements are not just a reflection of our expertise but also our collective spirit and the trust placed in us by our esteemed clients. As we look ahead, we remain dedicated to upholding our values of integrity, excellence, and innovation, continuing to set new benchmarks in the legal sector.

We sincerely hope that the present Report illustrates DTK Law Firm's adaptability, proficiency, and profound expertise on Public, Environmental, Urban and Sustainability Law and Policy, as well as our collective commitment to shaping a more sustainable and innovative world.

The past years have been a testament to the strength and agility of DTK Law Firm. As Managing Partner, I acknowledge the extraordinary efforts of our team in navigating the complexities of the legal world during times of unprecedented change. We have successfully expanded our legal horizons, enhanced our service offerings and deepened our sector expertise. Our commitment to sustainability, diversity, and community engagement through the promotion of the ethical practice of the Law has further solidified our position as a socially responsible and forward-thinking firm.

At the same time, our successes in important cases before the National Courts have contributed to important legal precedents of national value.

We are grateful for the continued support of our clients and partners and remain dedicated to **delivering excellence in every aspect of our work and towards Sustainability.** 



**Irene Tsianti**Managing Partner



About us

ESG Criteria in DTK Law Firm

Our gaps, next steps and aspirations

The lawyers of today have to be multidimensional in order to face contemporary challenges. Climate change, the devastating outcome of the ongoing wars, new financial models and the management of risks and crises are some of the main problems that our world is currently facing. In this vein, it is important to highlight the role of lawyers in this ever-changing world.

We strongly believe that the main responsibility of the lawyers of today is to mitigate risks without compromising business operations. Indeed, companies focus on profit and investments, but now more than ever, they strive for sustainable development. It is obvious that the business world is searching for legal counsels that know how to support a sustainable business model by mitigating risk, adapting their strategy to climate change and facilitating high-quality financial outcomes.

We decided to produce this report to show that we don't choose sustainability as an approach when proposing business models with our clients but, first and foremost, we adopt sustainable practices internally.

Our **goal** is to be a responsible and fair employer for our Firm's members while also being a trusted legal team for our clients.



This report will emphasize our commitment to sustainability internally and externally. Our vision, values, principles and code of business conduct make us experts in the field of Environmental and Sustainability Law.





## About us

ESG criteria in DTK

Our gaps, next steps and aspirations

#### About us



# Core capabilities - Areas of expertise

Since 2016, **DTK Law Firm** is one of the top Law Firms in Greece, specializing and aiming at high standards of legal services with extensive experience in the following fields of Law: Environment, Sustainability, Spatial Planning, Urban Planning, Licensing, Building Permits, Strategic and Public Investments.

The legal scope regarding environmental protection on the basis of investment growth is an essential topic of discussions and debates, which are developing rapidly at European level.

The accurate recording of the current legislative framework as well as this of the specific features of each investment under the lens of case-law are the guidelines under which our Firm provides its services, aiming at success based on the principle of sustainable development.

#### About us



## Our team

11

In-house Lawyers and administration employees

2 Partners

**7**Lawyers

Administration Employees

Moreover, our team does not only consist of in-house Lawyers but we also have a variety of external associates that assist our work. Depending on the client's needs and each business plan, we can propose dedicated and trusted academics and professionals such as lawyers, mechanical engineers, architects, urban planners and any needed expert in order to provide the most optimal and holistic legal services.

## Our in-house team in more detail

5 out of 7 Lawyers

have accomplished master's degrees in the fields of **Environmental** and **Sustainability** Law whereas **Partner Mr. Karatsolis** is a PhD Candidate in "Urban Planning Tools in Law and Green Transformation of Cities".



**Partner and Head of our litigation team Mrs. Tsianti** is specialized in Urban Planning Law with numerous wins in court cases.



Our attorneys' main focus is to deeply understand the client's needs, starting with a first introductory session in order to identify the main risks and the legal research needed. The next step is collaborating by sharing knowledge and experiences so as to provide holistic and innovative solutions to complex matters. Last but not least, we propose a framework for our legal reports by our Legal Consulting Team or/and our Litigation Team.

If needed, we support and propose specialized collaborations with other cooperating stakeholders like mechanical or urban planning engineers. Throughout DTK's presence in the legal sector we have established long-term relationships with professionals from different fields in order to provide our clients with holistic solutions. Our aim is the successful management of our clients' projects.



## **Our values**



Positive and holistic approaches are the main instruments that we adopt when conducting business.



We strongly believe that coordination when assessing risks is necessary for optimal results.

For this reason, we have a variety of external associates that support us by providing holistic solutions.



**Lawyers** 

**Architects** 

Urban

**Planners** 



**Civil Engineers** 



**Environmentalists** 



Rural and Surveying Engineers



Our goal is to provide clients with effective solutions and support the holistic management of their business plans.



## **Our values**

# The core values that we share with our clients



**Trust** 



Confidentiality



**Transparency** 



**Mutual Respect** 

We seek to form strong and long-term relationships based on the above.

#### About us



# What distinguishes us:

- We strongly encourage the younger professionals of our team to achieve their goals and dreams.
- We support the **recruitment of young and ambitious Lawyers** that enable us to make the company stronger together.
- We want to shift the attitude and combat the so-called "brain drain" in our country by offering opportunities to
   excellent, both academically and personality-wise, young professionals.
- We have built a team of specialized lawyers in the most recent developments and legal updates, namely Sustainability,
   Climate Change and Artificial Intelligence (AI).
- We support, both financially and practically, the involvement of our Lawyers in the authorship of collective legal books in the field of Environmental Law and Sustainability, towards the dissemination of wider academic knowledge. Despite the time-consuming process of the writing of books and the respective financial burden, we believe it is fundamental for our team to progress both professionally and academically in order to provide unique results.

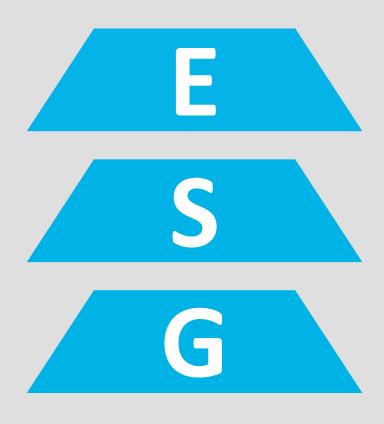


About us

ESG Criteria in DTK Law Firm

Our gaps, next steps and aspirations





# **Environmental**

Social

Governance



## **Environmental**

Legal frameworks and policies that we take into consideration during project assessment.

First, as lawyers, we base our legal approach on article 24 of the Greek Constitution on the protection of the environment:

- 1. The protection of the natural and cultural environment constitutes a duty of the State and a right of every person. The State is bound to adopt special preventive or repressive measures for the preservation of the environment in the context of the principle of sustainable development. Matters pertaining to the protection of forests and forest expanses in general shall be regulated by law. The compilation of a forest registry constitutes an obligation of the State. Alteration of the use of forests and forest expanses is prohibited, except where agricultural development or other uses imposed for the public interest prevail for the benefit of the national economy.
- 2. The master plan of the country, and the arrangement, development, urbanisation and expansion of towns and residential areas in general, shall be under the regulatory authority and the control of the State, in the aim of serving the functionality and the development of settlements and of securing the best possible living conditions. The relevant technical choices and considerations are conducted according to the rules of science. The compilation of a national cadastre constitutes an obligation of the State.

- 3. For the purpose of designating an area as residential and of activating its urbanisation, properties included therein must participate, without compensation from the respective agencies, in the disposal of land necessary for the construction of roads, squares and public utility areas in general, and contribute toward the expenses for the execution of the basic public urban works, as specified by law.
- 4. The law may provide for the participation of property owners of an area designated as residential in the development and general accommodation of that area, on the basis of an approved town plan, in exchange for real estate or apartments of equal value in the parts of such areas that shall finally be designated as suitable for construction or in buildings of the same area.
- 5. The provisions of the preceding paragraphs shall also be applicable in the rehabilitation of existing residential areas. Spaces remaining free after rehabilitation shall be allotted to the creation of common utility areas or shall be sold to cover expenses incurred for the rehabilitation, as specified by law.
- 6. Monuments and historic areas and elements shall be under the protection of the State. A law shall provide for measures restrictive of private ownership deemed necessary for protection thereof, as well as for the manner and the kind of compensation payable to owners.



## **Environmental**

When we assess risks and propose mitigation measures, we take into consideration the following principles:

#### **Substantial Principles of International Environmental Law:**



No-harm Principle



**Prevention Principle** 



**Precautionary Principle** 



Polluter pays principle

Common but differentiated responsibilities and respective capabilities principle

Principle of Sustainable Development

# **Procedural Principles of International Environmental Law:** Duty to assess risks Duty to **cooperate** Duty to **notify and inform of risks** Duty to consult Duty to notify and assist in case of emergencies Duty to allow public participation



## **Environmental**

Especially regarding the precautionary principle, in DTK Law Firm we regard it as crucial for our approach and strategy as it sets scientific evidence and assessment as prerequisites to proceed with a project, otherwise it should be abandoned.

**Definition:** The precautionary principle is an approach to risk management, where, if it is possible that a given policy or action might cause harm to the public or the environment and if there is still no scientific agreement on the issue, the policy or action in question should not be carried out. However, the policy or action may be reviewed when more scientific information becomes available. The principle is set out in Article 191 of the Treaty on the Functioning of the European Union (TFEU).

Continuous compliance with European and International Environmental law

Nowadays, Sustainability and Environmental Law frameworks develop constantly and sometimes staying upto date seems particularly difficult. In DTK Law Firm we provide up-to-date legal compliance based on the ongoing legal developments and policies.

# Our fundamental pillars in European and International Law compliance are, among others:

- Paris Agreement
- European Green Deal
- Climate Change –
   CO<sub>2</sub> targets
- Protected areas,Natura 2000 network

- "Fit for 55" package
- Forest legislation
- EU EmissionsTrading System
- European ClimateLaw

For these reasons, we created a **specialized Sustainability Department** in our Firm so as to provide compliance and consistency with all new legal developments. The main focus of our Sustainability Department is to monitor and assess sustainability developments.



## **Environmental**

#### **Sustainability in DTK Law Firm**

Our vision on Sustainability is based on 3 main goals:

- **1.** the protection of the environment
- 2. to promote, facilitate and assist responsible project development
- 3. to empower people internally and externally

Our Law Firm offers specialized legal services on sustainable development issues. After taking into account the latest sustainability developments, the creation of a Sustainability Department within our Firm was deemed necessary.

## Sustainability objectives that our specialized **Sustainability Department focuses on:**

- Climate Change, GHG emissions Waste management (Energy Law)
- Forest law and land restoration
  - Water management
- Renewable energy and energy efficiency in buildings and cities
  - Demarcation of streams

Natural resources law

**Nature-Based Solutions** 

Circular economy

Sustainable transport

Our specialized Sustainability Department adopts a **3-step approach** Legal research based on: Climate Change Environmental International and **European Developments** Legislation Law ESG criteria Legal risk assessment Our final holistic proposal



## **Environmental**

#### Sustainability in DTK Law Firm

Our expertise in the sustainability sector, besides our sustainability-experienced Lawyers, stems from our experience and contribution to the European Program "100 climate neutral and smart cities".

In more detail, our Law Firm constituted a vital stakeholder and was the main manager that **established and coordinated**, alongside with the provision of legal services, the project of **the participation of loannina city** in the Pilot Program. Specifically, our contribution to the project included:

- Coordination of a group of scientists (Lawyers, Engineers, Urban Planners, Architects, Economists)
- Participation in the drafting of the Municipality's Climate City Contract
- Assessment regarding the alignment of planned actions with the Legal Framework
- Research and examination of compliance with the International,
   European and National Legal Framework
- Research on gaps in the legislation and legislative proposals

- Coordination, drafting and editing of commitments Memoranda of Understanding (MoUs) with the Private and Public Sector
- Project management





## **Environmental**

The concrete role of our Sustainability Department:

Preparation of Legal Reports

#### **Materiality analysis**

We define the topic of discussion, engage relevant stakeholders and identify issues of:

- high priority,
- medium priority,
- low priority.

## **Gap analysis**

The Clients' sustainable goals are recorded and evaluated on 3 levels based on:

- the current situation,
- the gap that exists regarding the goal - existing inadequacies, and
- the desired results.

## **Due diligence report**

It contains all necessary information on the sustainable actions of the Client in view of an investment, an assessment of the risk of the investment based on the aforementioned actions (risk assessment) and, finally, the necessary measures to mitigate the risks involved in the investment are proposed (risk mitigation measures).



## **Environmental**

The concrete role of our Sustainability Department:

These 3 reports lead to a final and holistic Legal
Sustainability & Compliance
Report



Preparation of Legal Reports

After assessing the risks, gaps, strengths and drawbacks of the business plan/investment we propose a Final Legal Sustainability & Compliance Report focused on sustainability issues, in accordance with the National and European Legislation and International Commitments.

The process we adopt to codify our legal services under the Legal Sustainability & Compliance Report is:

**Legal research** so as to detect possible risks





Compliance with the everchanging regulations at National, European and International level



## **Environmental**

### **Compliance with SDGs**

With reference to **the 17 Sustainable Development Goals** set by the UN and reflected in the ESG framework, our commitments and implementing actions focus especially on goals no. 3, 4, 5, 8, 9, 10, 11, 13, 16, 17.





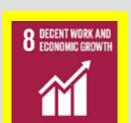
























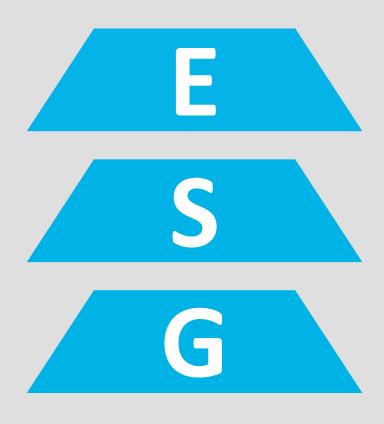












Environmental

**Social** 

Governance



## **Social**

men

11

in-house team members

The majority of our employees are women and we have achieved gender representation across various levels and operations of our Firm



SDG no. 5 "Gender Equality"









## Social

## **Leaves policy**

Statutory employee leaves



Maternity leaves



In DTK Law Firm we guarantee that the statutory employee and maternity leaves are satisfied in accordance with national Employment Law.

# Remote working policy



The pandemic proved that people are able to rapidly adapt to new situations. Remote working was one of the ways to keep business going while ensuring the safety of the employees. During the pandemic period, DTK Law Firm efficiently launched remote working periodically.

As for the present, we decided that remote working can have positive and creative results if set up properly and according to the needs of both employees and the company. In this vein, we give our team the opportunity to work remotely 1 day per week if it is deemed necessary. In addition, we give our team the option to request 7 annual days of remote working from anywhere as long as access to work documents and uninterrupted network connection can be guaranteed. Both weekly and annual remote working days should be first discussed and approved by the Managing Partners. If the request for annual remote working days is rejected, another one may be submitted to the Partners for a different time period.



## Social

"Taking care of our people and wellbeing"

In DTK Law Firm we strive to promote the wellbeing of our people and evolve our working environment day by day.

We aspire to create an inclusive and supporting environment.

We strongly believe that by fostering a rewarding environment our team will enhance its productivity and ensure work-life balance.

## In DTK Law Firm we support:

- Work-life balance by providing flexible working hours when necessary.
- Wage equality based on assessment criteria, experience and skills.
- Short breaks to relieve stress and enhance productivity.
- Bonus schemes based on the Firm's and each member's performance.
- Organization of team-bonding and networking events to boost the team spirit.
- New educational and academic opportunities for each member of the team.



## Social

## **Health and Safety**

#### Misconduct

In this section we aspire to explicitly highlight conduct that is inappropriate and incompatible with the Firm's values and principles:



Disclosure of confidential information





**Plagiarism** 





**Bullying** 



Illegal activity

If any of these behaviors occur, one should report the incident to the Managing Partners. It is crucial to stress that for the above and for any other kind of inappropriate behavior, if any, DTK Law Firm will show zero tolerance and the responsible person will be immediately banned from our team.



## Social

**Growth and development** 

In **DTK Law Firm** we believe that growth and development are essential tools to make a difference. Our expertise in Environmental Law has been built on the idea that continuous learning capabilities lay the foundation for growth.

# Continuous learning opportunities



We strongly encourage our Lawyers to participate in legal and business conferences so as to keep up-to date and consistent with the needs of the market.

## **Internship policy**



We provide internships for young lawyers with future employment prospects in our Firm based on:

- qualification assessments
- progressive trainee salary

## **Academic support**



We support our young employees in achieving their academic goals by providing flexibility.

In more detail, we demonstrate our support to employees who are also postgraduate students by:

- giving them time to study during the day,
- allowing them to leave early in the day for university purposes,
- remote working, if needed, and
- study leave, when necessary, during examination periods.

It is important to mention that our support is guaranteed even in cases of postgraduate studies abroad. In this way, our relationship with young professionals can also continue at a distance, if necessary and desired by both parties.

Overall, DTK Law Firm is open to discussing and bridging the gap between young employees and their academic dreams, as long as they are in line with the long-term needs and goals of the Firm.



## Social

#### Conferences that we actively participated as a team:

It is necessary to highlight that **our Managing Partner Mr. Karatsolis** established in the team the willingness to participate in both legal conferences and seminars because of his own personal experience of this kind since 2009. He strongly believes that the enhancement of communicative and presentation skills will lead to legal excellence.

#### **ESG Athens Symposium 2022**

#### K. Karatsolis

"Green transformation of cities and solutions based on nature (NBS), scope & necessary legislative changes" Collective publication
"Forest Maps: Legislative Framework
and Practical Application", 2022

#### K. Karatsolis

"Supreme Goal: The Completion of the Forest Maps"

(published in E-RED Real Estate and Development Magazine)

#### **Smart Cities City Connect 2022**

K. Karatsolis E. Volaki

"Climate Neutral and Smart Cities: the case of Ioannina"

Career Days under the auspices of the Organization for the Promotion of Mediation Applications and Extrajudicial Resolution RESOLVE

ELSA Komotini

(European Law Students' Association), 2023

K. Karatsolis
"The Law and the
Environment"

**2nd Conference on Real Estate Law** organized by NOMIKI BIBLIOTHIKI, **2023.** 

#### K. Karatsolis

"The past and future of planning tools - The integration of climate change and energy neutrality legislation into the ESCHADA tool"

Urban Planning Rules: The daily search for interpretation and the vision of the European Green Deal – Deviations in off-plan construction and dead ends

Technical Chamber of Greece (TEE) of Western Crete,

Municipality of Chania, 2023

K. Karatsolis

Green Deal Greece 2021-2030, The green revolution decade organized by Technical Chamber of Greece (TEE) and Economix

K. Karatsolis

"Green transformation and Legal tools"



## Social

Seminars: Key seminars hosted or participated in

The reform of environmental legislation, 2020

K. Karatsolis

offered by NOMIKI VIVLIOTHIKI

**Legal practice and Forest Maps, 2022** 

K. Karatsolis

offered by NOMIKI VIVLIOTHIKI

**Neighborhood Engineering Teams, 2023** 

K. Karatsolis

Technical Chamber of Greece

The Climate City Contract and European Developments, 2023

K. Karatsolis

Technical Chamber of Greece

ESG criteria - Sustainable and energy neutral cities, 2023

K. Karatsolis I. Vasilopoulou

Technical Chamber of Greece



## Social

**Publishing achievements** 

2018

#### K. Karatsolis

"Cultural Heritage and Economic Development"
published online on Nomos and Physis website
(Law and Nature)



ΠΟΛΙΤΙΣΤΙΚΗ
ΚΛΗΡΟΝΟΜΙΑ
ΚΑΙ ΟΙΚΟΝΟΜΙΚΗ
ΑΝΑΠΤΥΞΗ

Κωνσταντίνος Καρατσάλης
Δυτηφέρος

As part of our ongoing search for knowledge and development we have authored numerous publications in environmental, business and real estate-related magazines, books and many legal articles and papers.

2020

#### K. Karatsolis

"Introduction to Urban Planning Law in Greece and Cyprus" published by NOMIKI VIVLIOTHIKI (1st edition) (2023, 2nd edition)



2021

#### K. Karatsolis, I. Tsakalogianni, E. Kolovetzou

"Protected Areas: Legal Examination of the Modern Framework.
The Rational Allocation and Permissible Limits of Anthropogenic
Interventions"
published by NOMIKI VIVLIOTHIKI





## Social

## **Publishing achievements**

2022

K. Karatsolis, E. Volaki, E. Gkountoufas, K. Dimopoulos,
E. Koloventzou, R. Koukoutsi, A. Michalakea, Ch. Ntouchanis,
G. Poulios, I. Tsakalogianni, M. Chatzidakis, I. Chatzopoulou, D. Pyrgakis
collective work entitled "Forest Maps: Legal Framework
and Practical Implementation"
published by NOMIKI VIVLIOTHIKI



2023

K. Karatsolis, I. Tsakalogianni, I. Vasilopoulou, E. Volaki,
E. Koloventzou, A. Michalakea, M. Chatzidakis
legal book entitled

"Sustainability Terminology - Glossary of Terms and Definitions"
published by NOMIKI VIVLIOTHIKI





## Social

#### **Publishing achievements**

For a comprehensive analysis of our scientific and publishing achievements we encourage and refer the reader to our Scientific Review (2020-2023, published January 2024) that reflects our Law Firm's unwavering dedication to scientific and academic growth and development that is centered around the concept of "Sustainability".



http://www.dtklawfirm.gr/dtk-scientific-review-2020-2023/





## Social

Pro bono cases

We actively support NGOs with our legal services.

We provided our **non-profit** legal services in the field of Urban Planning Law to an NGO specialized and active in the field of empowering and assisting people with disabilities in the region of Western Greece.



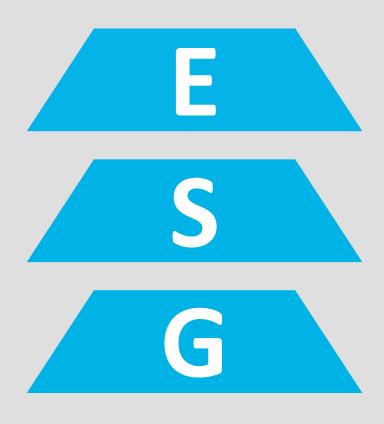
Another project that we offered our legal services to in the field of Urban Planning Law is a Foundation that contributes to the lifelong promotion of medical education, based in Athens.



Furthermore, we supported and financed an association for the protection, sustainable management and ethical treatment of companion and farm animals in need, near Athens.







Environmental

Social

Governance



#### Governance

As a Law Firm, we promote a holistic perspective and foster coordination with external stakeholders and associates as a fundamental basis of our governance scheme.

Specifically, we have built strong partnerships over the years with:

- Academics
- Universities
- Specialized and technical professionals on a monthly basis
- Specialized experts of the Technical Chamber of Greece (TEE)



These strong relationships enhance our work by balancing different interests and accumulating valuable knowledge in the field of Environmental and Urban Law and Sustainability.



## Governance

We create value for 4 stakeholders



**Our clients** 

**Society** 

**Business** 



- We want to achieve success for our Firm and our clients and have a positive impact on the society and the business world.
- Touching upon issues like sustainable development and the balance between business and environmental protection is particularly challenging.
- By putting forward our values, our experience and our expertise we strive to create value not only for our Firm and our clients but also for society as a whole as well as the business sector.



## Governance

Governance structure and managerial leadership



Litigation

Head Manager
Irene Tsianti

In **DTK Law Firm**, we distribute the workload.

Each case and project is different, so this bilateral division helps us distribute the workload in our team accordingly, in order to achieve its execution in an efficient and timely manner.

Both departments are integral to the Firm's structure and no matter their fundamental differences, the Firm's strength lies in the fact that they complement each other in order to reach a holistic approach to all legal matters.



Legal Consulting

**Head Manager Konstantinos Karatsolis** 



## Governance

**Business conduct principles** 

Our business conduct principles are a set of our core values, rules, standards, and principles outlining what employers expect from our employees within our Law firm.

## Five fundamental principles







Objectivity



Professional competence and due care



Confidentiality



Professional behavior

#### **Teamwork** is the core of our business conduct.

We expect our team members to carry out their work in working groups in order to achieve optimal collaborative results. It is crucial to recognize that team work is more efficient in terms of time-limited projects and long-term progress.



In this vein, it is fundamental to organize **brainstorming sessions** to gather ideas and exchange views, to divide the work between the members concerned and to "share the success".

In cases of difficulties, it is important to foster our team spirit and resolve obstacles together by promoting open discussion with the Associates and the Partners and the redefining of our ways of response and cooperation.

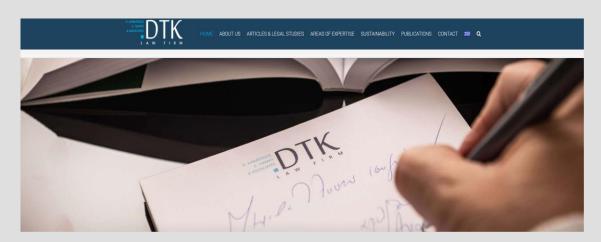




#### Governance

#### **Corporate communication**

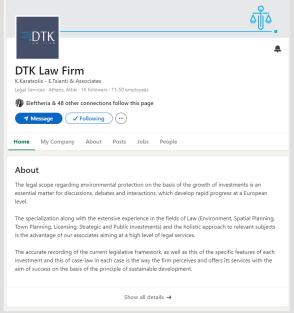
The scope of corporate communication within a Law Firm is to communicate its goals, values and knowledge to its clients and stakeholders. For that purpose, we launched our website dedicated to promoting our achievements, our expertise, our publications and our sustainability goals. In addition, our website provides useful information regarding the national and European legal framework.





https://www.dtklawfirm.gr/

As for the continuous industry news and legal developments, we have launched our LinkedIn page in order to stay up-to-date. Our LinkedIn presence helps us share current events and news with the legal and non-legal world, while also serving as a tool for exchanging ideas and best legal practices.



https://gr.linkedin.com/company/dtklawfirm



Both our website and our LinkedIn page have been launched in order to facilitate third parties' access on our knowledge and expertise and to showcase our commitment to staying up-to date on current developments on legal matters and sustainability.



About us

ESG Criteria in DTK Law Firm

Our gaps, next steps and aspirations

## Our gaps, next steps and aspirations



## Governance

#### Our gaps, next steps, and aspirations

## Our gaps

As a Law Firm of today we acknowledge that there is always room for further improvement. For this reason, we highlight the importance of consistently monitoring current developments and promoting collaboration with other relevant fields to achieve our goals. As a team we are always receptive to feedback, suggestions and discussions on new opportunities and ideas from our Clients and our Associates in order to evolve our work.

## Next steps and aspirations

For the year 2024, we will strongly promote our ambition to enhance our new **Sustainability Department**. We believe that our Firm is at the forefront of Environmental Law over the years and we aspire to achieve the same level of excellence in the Sustainability sector by promoting our team's academic expertise in the field. Additionally, following the current developments on Artificial Intelligence (AI) globally, we will reset our goals and focus on the monitoring of **AI Regulation and the promotion of AI's inextricable link with Sustainability.** 

## **CONTACT**

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