



PROBITAS PARTNERS^{LLP}
BARRISTERS & SOLICITORS

SUSTAINABILITY REPORT

2015 - 2019



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STATEMENT FROM THE MANAGING PARTNER

In 2011, our Firm adopted the philosophy of the triple bottom line (TBL) accounting standard, which recommends that firms focus on social and environmental concerns just as they do on profits. The TBL posits that instead of one bottom line, there should be three: profit, people and the planet. The philosophy is in tandem with our vision to build an enduring institution that provides world-class specialized solutions and delivers on our financial and social goals. We are committed to building a financially viable professional Firm but one that also impacts on people (members and society) and the planet(environment).

Therefore, we adopt policies that aim to foster longevity, accountability, transparency, welfare, and development. Some of our policies can be considered radical for a law firm. However, for us, a radical approach is the only way, if we are committed to building a socially impactful enduring-institution. Some of the said policies include incorporating an advisory board composed of accomplished leaders; chaired by Engr. Vincent Bamidele Maduka, O.F.R., Fnse, into our governance structure in 2016. This is revolutionary for a partnership structure in Nigeria. The Board assists with review of strategic plans, admission of new partners, appraisal of partners, succession planning, and dispute resolution.

Also, a remote working policy that allows qualified members the opportunity of a flexible working arrangement including working from abroad. Code of Business Conduct, Grievance Policy, inclusive management structure, industry groups, amongst others.

Over the years, we have developed a reputation for being an activist Firm, in terms of the kind of cases we take up. We partnered with the Breaking-In Project, to provide an integrated support programme for the Nigerian prison system.. We collaborated with colleague firms Kasher Consulting, Owolabi & Oyefeso LLP, Ade Oshodi & Co. In this project, we reviewed several cases and represented indigent defendants, and secured their release in criminal courts, for alleged offences. We have also provided legal services for citizens in need of legal advice and representation under anti-trust/competition law. We handle all these cases on a pro-bono basis.

Our internship programme provides intending lawyers with first-hand experience in the practice of law. We welcome interns from not only universities but also secondary schools, and they are offered an invaluable insight into our day-to-day practice. This gives them an opportunity to gain practical work experience, enhance employment opportunities, and develop a network of contacts within the legal profession. Most importantly, it allows interns to make an informed career decision: instead of finishing law school only to realize that they are not cut out for the legal profession. Since inception, we have engaged at least 3 of the interns during their undergraduate studies and supported them through law school before they resumed full-time employment with us. Many more have benefited from the programme from law school by gaining full time employment with us.

Furthermore, we seek to minimise the environmental impact of our operations, including the prevention of environmental pollution. We educate our members to be mindful of the environment, and to give priority to energy and environmental considerations when selecting solutions, products and services. It is our responsibility to contribute and participate in the global efforts to reduce carbon emissions to the barest minimum and play a part in contributing to the Nigerian government's pledge to unconditionally reduce greenhouse gas emissions by 45% by 2030.

This Report uses recognized reporting guidelines to provide information, in a systematic way, on our commitments, activities, achievements and approach to social and environmental responsibility. We focused on issues that are relevant to us, such as our profession (law and ethics), our people (members and the community), and the environment. We hope the report will help to improve stakeholders' understanding of our Firm and the way we manage our practice.

Finally, we hope you will enjoy reading this Report as much as we did in delivering the activities reported herein.

Thank you.



Wale Irokosu

Managing Partner





THE FIRM

CORPORATE PROFILE

Probitas Partners LLP was established in 2005, with a vision to build an enduring institution, comparable in standard to the best law firms in the world, while delivering a positive social impact to the society and establishing the Firm as the employer of choice for top lawyers across Nigeria.

Our Firm has a credible track record in several areas of law including: Dispute Resolution, Corporate and Commercial Law, Electricity Law, Maritime and Aviation, Real Estate and Construction, Company Secretarial Services, Intellectual Property, Data Protection, Islamic Finance, Technology, Media and Telecommunications Law. We undertake work for individuals, public and private companies, financial institutions, and consulting firms in various sectors.

The Firm is led by the Managing Partner, Mr 'Wale Irokosu and supported by two Associate Partners, Mr Francis Akinlotan and Mrs Chinenye Ajayi, who were admitted into the Partnership in 2018 and 2019, respectively.

Our Firm and our lawyers are members of professional associations and other institutions such as the Nigerian Bar Association (NBA), Institute of Chartered Secretaries and Administrators (ICSA), Chartered Institute of Arbitrators (UK), Chartered Institute of Taxation of Nigeria (C.I.T.N.), Chartered Institute of Shipbrokers (CIS), Institute of Directors, the Nigerian Capital Market Solicitors' Association, the Nigerian-South African Chamber of Commerce, and the Franco-Nigerian Chamber of Commerce and Industry. Our Managing Partner has, since 2015, been a key member of the NBA Disciplinary Committee, Panel 1, Lagos. He is also the Secretary of the Disciplinary Committee and the Constitutional Review Committee, Eko Club, Lagos State, where we provide legal advice. He is also on the Board of Governors of Ansar-Ud-Deen Grammar School, Surulere, Lagos and the Board of Ovie Brume Foundation, where he assists with legal advice.

VISION, MISSION AND CORE VALUES

OUR VISION STATEMENT IS:

To be recognized as an enduring institution: a world-class law Firm which provides specialized business solutions to clients, delivers on its financial and social goals and adheres to an ethical code of business conduct

OUR MISSION STATEMENT IS:

To be a specialized business solutions provider for clients

OUR CORE VALUES INCLUDE:

- **Results:** We provide top quality legal services to clients on time.
- **Caring:** We prioritize members' welfare and productivity. And, we are committed to fostering a workplace free of discrimination.
- **Integrity:** We believe in doing things the right way and holding our stakeholders and ourselves accountable to the ethical standards of our profession.
- **Confidentiality:** We respect the confidentiality of all information that we are privy to, in the course of our practice.
- **Financial Decisions:** We make sound financial decisions and recognize that profitability is crucial to our sustainability as a practice, and that we have a financial responsibility to our stakeholders.
- **Diversity:** We value diversity; we value positive differences and promote inclusion in our workplace.

Our Firm is focused on protecting our clients' interests and using sound judgment and innovative tools to mitigate or eliminate their business risks. As such, we continuously improve our people, processes and strategies to achieve our goals.

We are committed to nurturing:

- An enduring institution driven by values and principles, not personalities.
- A Specialized Expertise Firm (S.E.F.)
- A positive corporate culture that emphasizes fairness, honesty and integrity.
- A Firm where members demonstrate a personal commitment to the success of the team.
- A Firm where teamwork is rewarded.
- A Firm that develops members' competence in the practice of law, as well as the business of law.



OUR APPROACH TO SUSTAINABILITY

At Probitas Partners LLP, the key foundations of our practice are the principles of quality, integrity, and commitment to our clients, members and our community at large. These principles drive our goals and objectives. In 2011, our Firm adopted the triple bottom line reporting principle, which requires business organisations to also audit their social and environmental bottom lines: not just financial. Thus, the Firm has expanded its focus beyond making profit to positively impacting the society and our environment.

We have adopted an integrated method to sustainability by beaming our spotlight on the following distinct areas, which also serve as the pillars of our sustainability strategy



**ECONOMIC
IMPACT**



**ENVIRONMENTAL
RESPONSIBILITY**



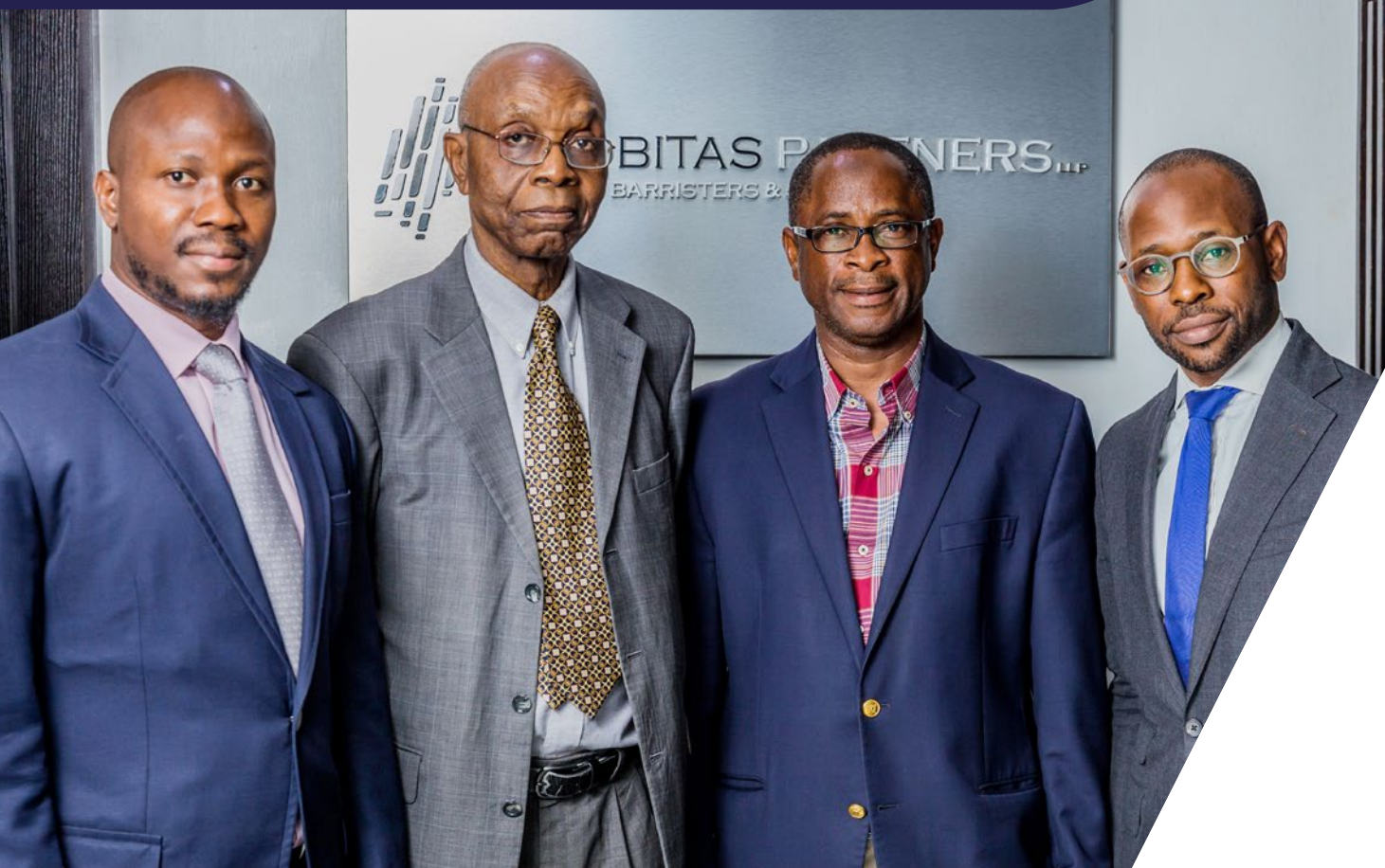
**GOVERNANCE,
ETHICS AND COMPLIANCE**



**CORPORATE SOCIAL
RESPONSIBILITY**



MEMBERS



MACROECONOMICS

During the period under review (that is, 2015 – 2019), the Nigerian economy has been faced with sporadic changes and fluctuations including the economic recession which occurred from 2016 – 2017. However, the business community found a way to thrive and stimulate economic activities despite the economic challenges. Also, various reforms were carried out in different sectors in the Nigerian business environment, and this led Nigeria to move up some spots on the World Bank Group's Ease of Doing Business Index.

Our Firm has not only been able to accommodate changes in the economy and business environment, we have succeeded in providing top-tier services to our existing client base, while also widening our clientele base by capturing new entrants to the Nigerian business space; and, focusing on 5 sustainable sectors of the economy that survived the anticipated downturn.

MICROECONOMICS

Between 2015 till date, the Firm's staff strength has almost doubled. In 2017, we moved from 70, Queens Street, Yaba, Lagos, to 20, Adetokunbo Ademola Street, Victoria Island, Lagos. This change in location has placed the Firm in a better position to serve its clients better by allowing for ease of access. We also have an associate office in Abuja which specifically places us at a vantage point in our dealings with the Federal Government and regulatory authorities.

In 2019, the Firm planned to publish the Electricity Law Reports, the first of its kind, in the 1st Quarter of 2020.

ECONOMIC EMPOWERMENT

Our Firm endeavours to use all its financial resources responsibly in order to ensure steady progress and success in all our goals, especially providing financial support for vocational training, and skill acquisition for the less privileged in the communities we operate in.





CORPORATE GOVERNANCE

The governance structure of our Firm is made up of an Advisory Board, Partners Committee, and, a Management Committee. Currently, the Firm has 4 (**Four**) partners: The Managing Partner, Consulting Partner, and 2 Associate Partners. There are 11 (**Eleven**) Associates in our Firm. A total of 15 Counsel. And, 7 administrative support staff.

THE ADVISORY BOARD

The Firm inaugurated its Advisory Board in 2016, to deal with a governance gap inherent in partnership business structures: partners are the owners, managers, and workers. Consequently, decisions are largely based on how decisions affect the partners personally. This conflict is profound regardless of the degree of objectivity of the partners. And, it does not augur well for the long term sustainability of law firms. Historically, most successful law firms in Nigeria are family-owned and often fail to sustain their success through generations due to governance issues. Our Advisory Board assists with the following matters:

1. Review of Strategic Growth Plans;
2. Admission of New Partners;
3. Appraisal of Partners;
4. Succession Planning; and,
5. Dispute resolution.

THE BOARD MEMBERS

1. **Engr. Vincent Bamidele Maduka, Fnse, O.F.R.**, Chairman, he is an engineer, broadcaster and first Director-General of the Nigerian Television Authority (N.T.A.). He is former Chairman of Magnum Trust Bank, Nigerian Telecommunications Limited (NITEL) and LTC Advertising (JWT Nigeria). He served as President of the Nigerian Society of Engineers (1992-1993) and President, Nigerian Academy of Engineering (2004-2005) and now the Chairman of the Board of Trustees. He chairs the Board.
2. **Mr Tayo Babalakin**, Member, he is an architect and Managing Partner, Consultants Collaborative Partnership (CCP), one of the largest multi-disciplinary building consultancy services firm that includes architecture, Mechanical & Electrical, structural engineering, and quantity survey. He is a Past President of the Association of Consulting Architects of Nigeria (ACAN) and past Golf Captain, Ikoyi Club (1938).
3. **Mrs. Dayo Oluwole**, Member, she is a developmental impact consultant and Principal Consultant, Kasher Consulting Limited. She was formerly CSR Manager of Coca-Cola and currently sits on a number of NGO Boards including Ovie Brume Foundation.

The Board also includes the 2 (**Two**) founding Partners, Mr. Akinwale Irokosu and Mr. Kazim Yusuf.

ETHICS & COMPLIANCE

We always aim to uphold a high degree of professionalism and conduct our affairs in conformity with the laws and regulations that apply to our Firm's operations, at every given point in time.

With the objective to maintain the high standard of ethics and compliance in our Firm, we are regulated by the Code of Business Conduct, which provides a clear direction to all members of our staff and clients about how to comply with all the necessary laws, rules, and regulations that guide our operations. The code covers a spectrum of topics which includes business ethics, human rights, anti-corruption, political affiliation, etc.



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Our Firm encourages an open-door policy where the employees can easily share ideas with one another to foster a professional bond among them.



OVERVIEW

We constantly strive to create an excellent work environment that is conducive for members of our staff, because they are our most valuable assets. We ensure that there is a healthy ambience in the office spaces, which is totally convenient for productive work. The talents of our members are constantly honed as we encourage them to maximise their potentials. We also ensure that opportunities that are available are opened to everyone to benefit from them at all times.

TALENT MANAGEMENT

We seek the professional development of our Members through different programmes including periodic training sessions, seminars, courses, and consultation materials at a local, regional, and global level. Also, we constantly assist members of our staff to continue to develop their skills and knowledge to keep in touch with the latest trends in the legal profession, and other areas of interest that are relevant to the progression of their career.

COMPENSATION & BENEFITS

Our Firm guarantees payment of competitive salaries and wages based on current market value and minimum wage to inspire our members to work with ease to ensure that our Firm achieves its goals and objectives for each fiscal year. We increase Members' salaries by 10% each year to cushion the effect of inflation on the purchasing power of their salaries. Members are also entitled to 13th Month salaries for certain category and 10% of the bi-annual profit for another category. Similarly, all our Members enjoy free healthcare services through an HMO Cover funded by the Firm. Furthermore, we pay 70 % payment of our members' lunch for each year. We also financially support members of our staff through cash gifts during personal landmark celebrations such as birthdays, naming ceremonies, weddings, and other special events.

MEMBERS ENGAGEMENT

Our Firm encourages an open-door policy where the members can easily share ideas with one another to foster a professional bond among them.

While on a personal level, our Firm regularly organises recreational events such as weekly football sessions and quarterly lunches, which are usually held on Fridays, throughout the fiscal year with all members of our staff, to create a more relaxed setting for each member to get to know one another and have fun together.

The Firm has a grievance policy for addressing issues amongst the personnel. The Policy has an anti-retaliatory provision, amongst others, which prohibits any backlash against any personnel that reports any misgiving. This is to foster openness, candour, and a conducive working environment that eschews grapevine culture.

Most importantly, the Firm's bi-annual appraisal process allows the management and members to engage and agree on assessment of performance of both sides and agree on a development plan for the following half-year.

DIVERSITY AND INCLUSION

We provide equal opportunities for career development and advancement, regardless of gender, ethnicity, religion and age. We constantly strive to reflect diversity within our Firm. Currently, we have 4 Partners and 1 (**One**) of them is a female. We also have 2 (**Two**) Senior Associates and both are females. We have 9 (**Nine**) Associates out of which 6 (**Six**) are females. Out of 22 (**Twenty-Two**) member of staff, 12 (**Twelve**) are female and 10 (**Ten**) are male.

The Firm is exceptionally diverse in age. Older and wiser persons are incorporated at the Advisory Board to provide guidance to the younger Members of the Firm. In sum, the Firm composed of persons in their 20s, 30s, 40s, 50s and 80s, which assist with diversity of opinions and experience.

Religion is also not a barrier. The Founding Partners are muslims, Associate Partners are all Christians and majority of the Members of the Firm are Christians from diverse denominations. There are 22 Members with 16 christians and 6 muslims.

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We provide equal opportunities for career development and advancement, regardless of gender, ethnicity, and age

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We also kick against ethnic bias, this is reflected in the composition of our members. At present, we have an ethnic mix of members from different tribes.

We also believe each member of our staff is accountable for creating and sustaining an inclusive environment that allows the culture of diversity to thrive in our office spaces. In order to sustain this inclusive environment, we have an Employee Handbook that promotes inclusion and equality. Our Firm shuns every form of discrimination. In any event of an unfortunate occurrence, we also have a Grievance Policy that allows members to report such case for redress

WORK / LIFE BALANCE

We acknowledge the imperative need to create a work environment where there is a balance in the personal and professional life of our members of staff. This equilibrium, in the long run, ensures their well-being and productivity, which is beneficial to all parties. Therefore, our Firm constantly provides avenues for members of our staff to participate in programmes and activities that are both educational and recreational.



Our members are assisted in every way to have a healthy family and work balance. There is a parental leave programme where women are entitled to three months paid maternity leave. Upon resumption, nursing mothers have flexible work schedules which allow for a reduction in work hours—they can resume two hours after the normal opening office time and leave two hours before normal closing office time. Also, men are entitled to five days of paternity leave, which does not affect their salaries. We plan to create a crèche for nursing mothers and children’s outdoor play area within our office premises. The latter is ongoing.

We provide financial support for weekly sports activities for Members and Clients. Our Firm in collaboration with B.A Law LLP have been participating in Bankole Olumide Aluko Lawyers League: a football competition which raises awareness for charitable causes and also encourages social interaction among members of the legal profession. In 2015, our Firm participated in the league and emerged as the 1 st runner-up. These sports activities promote physical and mental well-being of our members and clients..

HEALTH & SAFETY PERFORMANCE

We recognise that there is a need to protect our members from all kinds of hazard within the office spaces; therefore, we aim to shield them as well to promote their overall well-being. Therefore, our Firm has put in place safety policies and measures in anticipation of any risks to fully safeguard our members:

- Our head office and branch office are smoke-free. Smoking is prohibited within our office spaces.
- The paints used in the offices are low volatile carbon emissions paints which ensure clean indoor air and they do not have harmful effects on humans and the environment as traditional painting materials usually tend to do.
- There are fire extinguishers placed in strategic locations in our office spaces, in case of an unfortunate fire outbreak.
- To promote the health of members, there is a plant in every office to absorb any harmful emission within the premise.
- There is a first-aid box that is easy to access in case of emergencies.
- We have health insurance that covers all our members of staff.

We do all these to meet the third and eighth UN Sustainable Development Goals of “Good Health and Well-being”— which aims to achieve universal health coverage for everyone, including access to quality essential health care services and access to safe, effective, quality and affordable essential medicines and vaccines for all, and “Decent Work and Economic Growth”— which aims to protect labour rights and promote safe and secure working environments for all workers.



ENVIRONMENTAL PERFORMANCE

OVERVIEW

Probitas Partners LLP is aware of the impact that the Firm's operations generate on the environment, this is the reason why we strive to minimise the effect of our day-to-day activities on our immediate environment by contributing our little quota to support a greener world, by taking drastic measures to reduce our carbon and ecological footprint through policies, programmes, and social initiatives to encourage a culture of sustainability. For instance, decreasing the use of natural resources, reducing emissions and waste, while complying fully with national and global regulations and standards, especially the thirteenth UN Sustainable Development Goals of "Climate Change", which advocates for urgent action to be taken to combat climate change and its impact.



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ENERGY AND WASTE MANAGEMENT

We are committed to taking pragmatic action on reduction of energy consumption and greenhouse gas (GHG) emissions within our premises. We have been working hard to minimise our carbon footprint in our communities, and this commitment has led us to put in place strict measures to conserve energy and reduce direct and indirect air emissions. Some of these measures include the use of less energy-consuming lighting like LED bulbs in our office spaces; in addition, there are inverters for electricity in order to reduce the use of generators as much as possible. Our Firm has trees and flowers planted outside our premises to absorb the CO2 emissions whenever the generators have to be used.

Our Firm operates a paper smart policy where we print less and send documents more through electronic means unless those documents need to be printed as hard copies for proper documentation and reference. Consequently, we save a lot of paper and reduce waste, since most wastes in office spaces are generated from paper.

This also results in the less frequent use of printers, which helps in emission reductions within our office spaces. Also, we are part of the “thinkbeforeprinting” campaign (www.thinkbeforeprinting.org). The campaign is not against printing but against wasting resources. And, highlights the environmental impact of printing.

We also have water dispensers installed in strategic places to reduce the use of PET bottles in the office spaces; this helps to curtail a lot of plastic waste.



OVERVIEW

Probitas Partners LLP has a commitment to leave a positive social impact on the communities where we operate. Corporate citizenship has been an integral part of our Firm's corporate culture, and our robust CSR strategic roadmap follows the track of good corporate governance practices, adherence to business ethics, as well as creating an enabling environment for Members where workplace rights are an integral part of the corporate culture.

Moreover, we have designed a CSR structure to develop three major programmes that drive our commitment to sustainability in our communities: education, pro bono legal service, and community service. Education covers our scholarship programmes; pro bono legal service consists of providing free legal advice and training services to vulnerable groups, NGOs, start-ups; while community service includes our CSR activities through volunteering and donations.



EDUCATION

We are particularly committed to education and career opportunities for young people in our communities for sustainable development. Our education projects provide these young people with a springboard to propel them to greater heights, and also to contribute to the achievement of the fourth target of the UN Sustainable Development Goal of “Quality Education”.

Since 2017, we have sponsored a scholarship programme known as Probitas Partners LLP Scholarship. Through this scholarship, we assist students with the payment of tuition in different institutions in the country. A minimum of two students, who are usually indigents, are selected from those institutions. Currently, we have three students on our scholarship programmes who are in the following schools: De Vicky College, Iwaya, Yaba, Lagos State, University of Ilorin, Kwara State; and the Nigerian Law School, Lagos Campus.

We also sponsor quiz competitions, especially competitions organised for the benefits of aspiring lawyers. In 2019, we financially supported the 2nd Babalola’s Law Dictionary Quiz Competition held in Lagos State. In 2019, our Firm gave financial support towards participation cost of some Nigerian law students at an international moot competition, when we sponsored the Mooting Society, Faculty of Law, University of Lagos, for the 28th African Human Rights Moot Court Competition held at University of Botswana, Botswana.

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Our Firm also supports lectures, training, and seminars organised for people in our communities. In July 2017, our Associate Partner, Francis Akinlotan, addressed the Catholic Youths Organisation, Ipaja Deanery, Lagos State, on Shunning violence and crime. A similar programme was organised at the Redeemed Christian Church of God, Dominion Parish, Ogun State, where he addressed men on the importance of having a will; also, he gave a stirring topic on "Avoiding Life of Crime and Violence At All Cost" to the youths of the said church.

We frequently participate in career counselling programmes for youths, especially as related to the legal profession. On 13th October, 2017, our Associate Partner, Francis Akinlotan, attended the swearing-in of Royal Crest Global Academy Executives and gave a speech on the legal profession as a career. On 13th June 2019, our firm participated in the Career Day programme organised by Brownville's College, Ikoyi, Lagos State. We also attended the Freshers' Day organised by the Christian Law Students Fellowship of Nigeria in March 2018 at the Lagos State University (LASU).

We also facilitate a structured mentorship programme that enhances sustainability in the professional workspace, where young persons are engaged on a professional level through Probitas Partners Internship Programme, which is designed to train students, who aspire to become lawyers, that are chosen from various secondary schools and universities in the country. This programme comes in three packages:

1. The Teenagers Internship Programme (TIP)
2. The Undergraduate Internship Programme (UIP)
3. The Graduate Internship Programme (GIP)



All of these three internship programmes are carefully tailored to offer the students a valuable lifetime opportunity to gain first-hand work experience in the legal profession, where they are professionally guided by our members throughout the duration of their internship.

PRO BONO LEGAL SERVICES

Probitas Partners is dedicated to providing free legal services to members of our communities who usually cannot afford those services. We have invested hours and resources as we continue to partner with The Breaking-In Project, a social initiative developed by Kasher Consulting, to ensure that at least 10% of the cases in its portfolio are pro bono.

Since 2011, Probitas Partners has also taken the leadership role in the legal aid component of this project, recruiting four other Law Firms and spearheading a team of six lawyers to the Kirikiri Female Prison for a legal aid clinic. Over that period, a total of twenty cases were reviewed; while fifteen cases were taken up, and as a direct result of the legal team's intervention, five cases have either been dropped or struck out of court.

The highlights of our legal representation on pro bono basis include:

- Representing a Defendant in a criminal case for murder in a suit before the Lagos State Magistrate Court.
- Secured an acquittal verdict for a Defendant who was charged for murder before the Lagos State High Court.
- Representing an Applicant in a domestic violence case and child custody in Ota Magistrate Court and Lagos High Court.
- Assembled a team of consisting of six Law Firms which includes two senior advocates of Nigeria to provide legal representation.
- Provide free legal services to support clients who are SMEs or experiencing business challenges.

Furthermore, in 2019, our initiative, Probitas Partners LLP Consumer Protection Project, aided consumers to seek justice and compensation. The highlights of this project include:

- A suit instituted against one of the major mobile network operator for its acquisition of another mobile network operator (CDMA) in an anti-competition manner and against the interest of mobile network users as it relates to choice and prices.
- We are currently prosecuting a public interest suit against electricity power distribution companies against passing the cost of electricity meters to consumers.

Probitas Partners does all these to promote the sixteenth UN Sustainable Goal of "Peace, justice and strong institutions", where there can be easy access to justice for all in the society, in turn, which makes it a peaceful place for everyone.

COMMUNITY SERVICE

Probitas Partners continues to collaborate with different organisations that work in areas that align with our CSR strategy in order to contribute to the welfare of the people in the communities where we operate. Our external CSR projects focus on legal aid and community development projects.

Our enduring partnership with The Breaking-In Project, a social initiative developed by Kasher Consulting, has provided an integrated support programme for the Nigerian prison system, which includes the judiciary, prisoners, and prison wardens. In 2018, our Firm sponsored an ex-inmate to acquire vocational and skill acquisition in a hairdressing school.

On a yearly basis, our Firm has provided teenage and graduate internship programmes for interns and graduates as part of the corporate social responsibility. In 2016, our Firm supported primary school within its environs by renovating its toilets to meet the needs of the students. Also in 2016, our Firm supported a public school within its environs by providing benches for the students. On a yearly basis, our Firm provides free legal services to indigent clients as part of its service to the community.



Our Firm assisted the Planning Committee, Isale Eko Descendants' Union, Lagos State, to raise money for Isale Eko Day and scholarships for indigenes of Isale Eko in 2018 and 2019.

Since 2015, our Firm has provided continuous support to the Ovie Brume Foundation, where our Managing Partner is an active Board member. The Firm through one of Ovie Brume's foundation projects, Project No Excuse, sponsors some of the cost of providing educational, nutritional, health, and social support to indigent children. We also provide secretarial support to the Project No Excuse Committee of the Foundation.

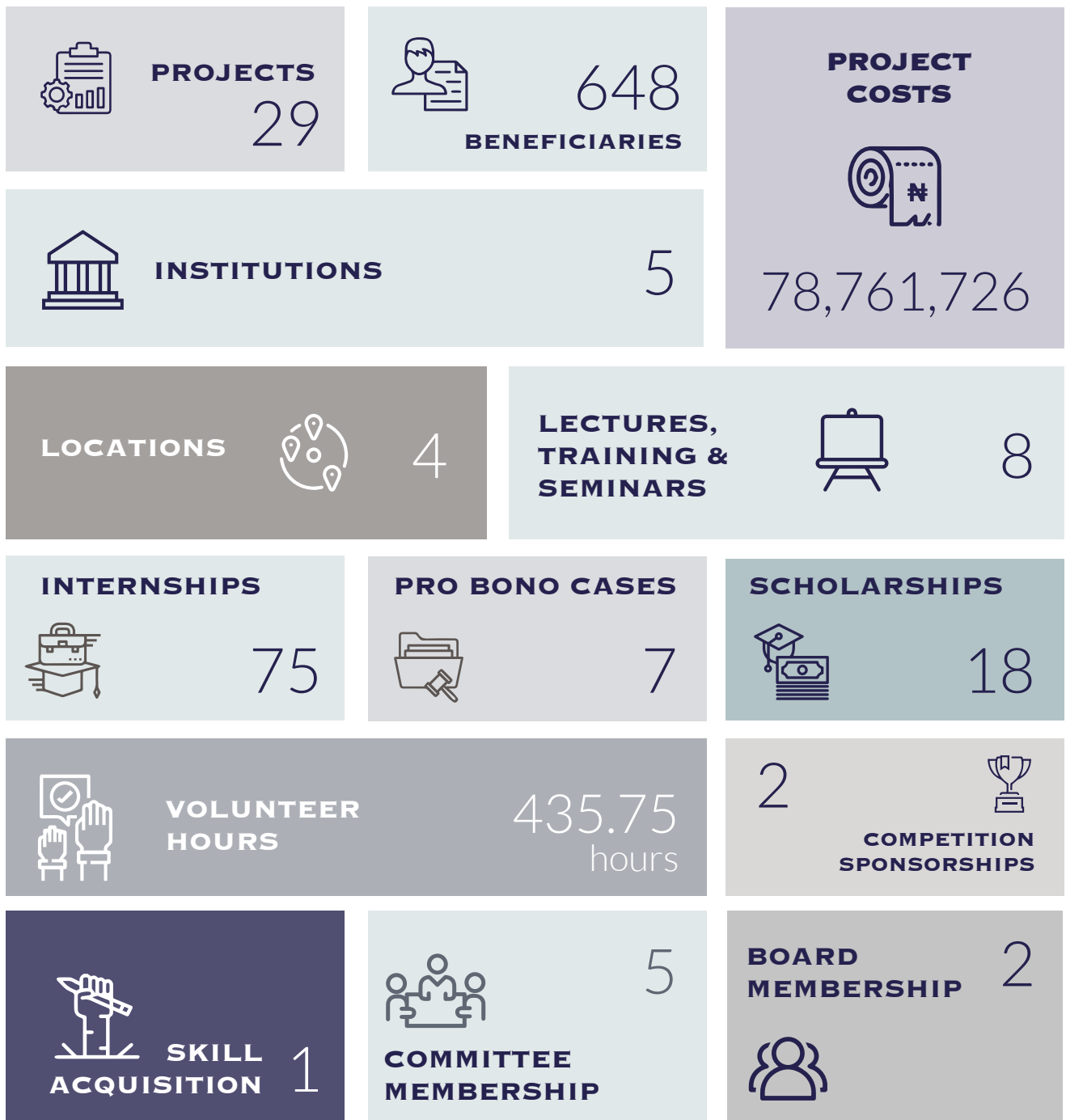




SNAPSHOT

The snapshot represents a summary of data values from 2014 to 2019. A total of 29 projects were implemented with 648 direct beneficiaries. Over this period, 18 scholarships were disbursed to students and 7 pro bono cases were managed from 2015 till date. Probitas partners dedicated 411 pro bono hours for seven cases.

PROJECT SNAPSHOT IN NUMBERS



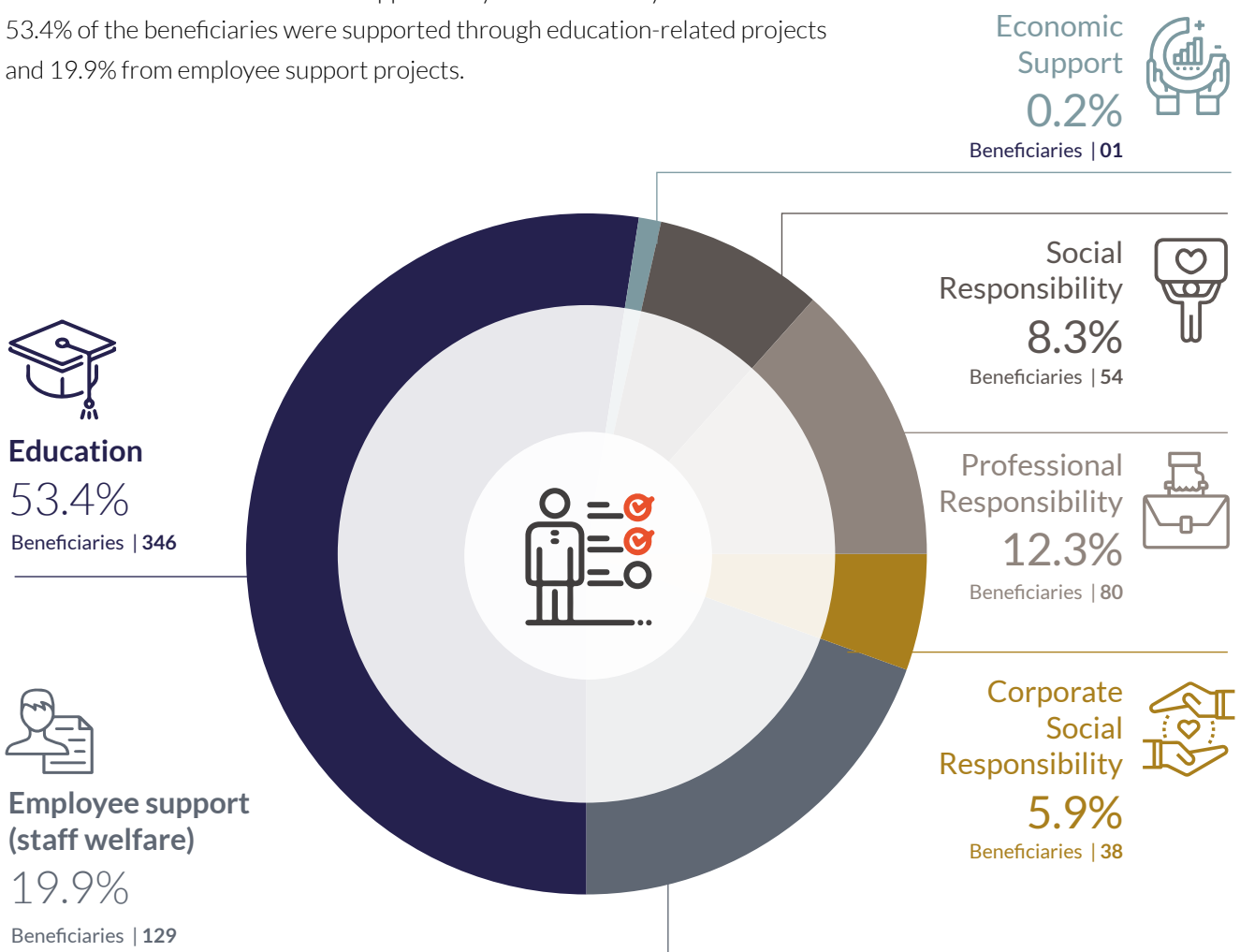
PROJECTS IMPLEMENTED BY SECTORS:

In total, 29 projects across 6 sectors were implemented. 38% of the projects are education-related while 35% are social responsibility projects.

Sectors	No of projects	Percentage
Education	11	38%
Economic Support	1	3%
Employee support (staff welfare)	2	7%
Social responsibility	10	35%
Corporate social responsibility	2	7%
Professional responsibility	3	10%

BENEFICIARIES:

A total of 648 beneficiaries were supported by the firm in the years in view. 53.4% of the beneficiaries were supported through education-related projects and 19.9% from employee support projects.



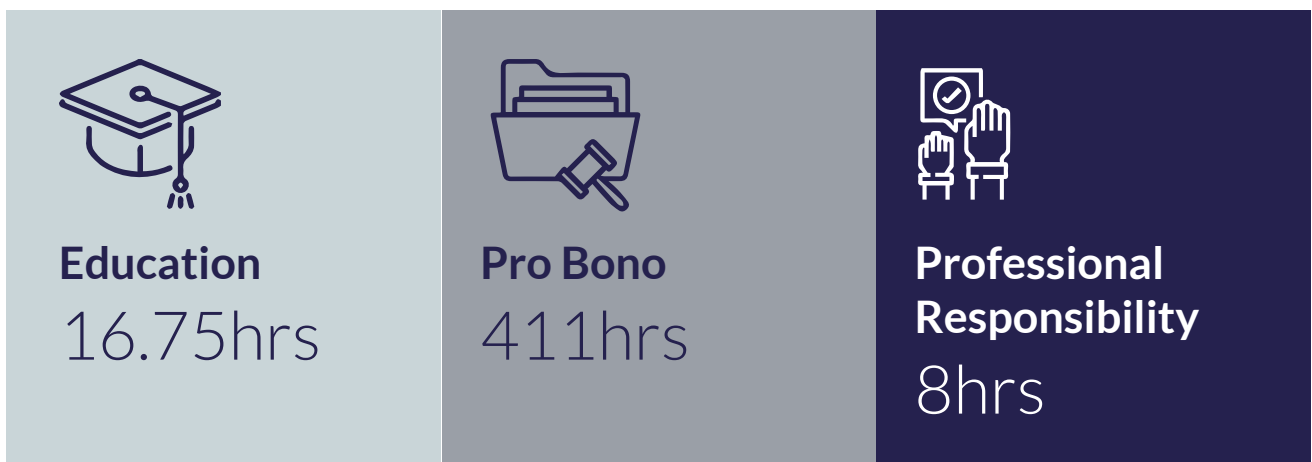
PROJECT COST

The total cost of all project is N78,761,275.69. From the data, it shows that 44.5% of the total project sum was spent on social responsibility while 34.5% was spent on corporate social responsibility.

Sectors	Project cost	Percentage
Education	4,075,075.69	5.2%
Economic Support	70,000.00	0.1%
Employee support (staff welfare)	12,500,000.00	15.9%
Social responsibility	35,012,000.00	44.5%
Corporate social responsibility	27,105,000.00	34.4%

VOLUNTEER HOURS

The number of hours Probitas Partners volunteered for each sector.



Total pro bono hours are 411hrs. From our calculations using the hourly rate of the managing partner, the cost for the pro bono services is (hourly rate of managing partner multiplied by pro bono hours) = (N47,000 x 411hrs)= N19,317,000 as against the cost in the excel data sheet (N35,012,000).

CONTACT INFORMATION



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We value your feedback

Please send any questions, suggestions or comments about our sustainability report to

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