



ALFARO
ABOGADOS

Buenos Aires

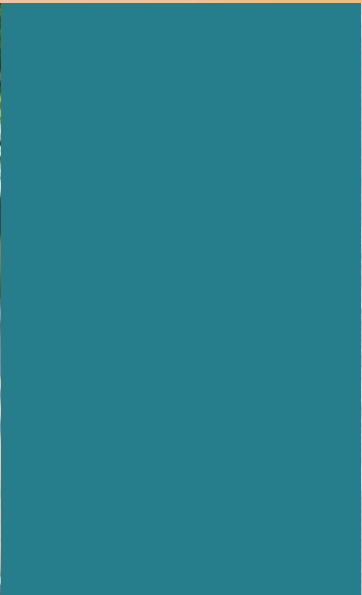
Beijing

New York

Corporate Social Responsibility Report

> 2021 / 2022

**At Alfaro Abogados
our talents are our
main driving force.**



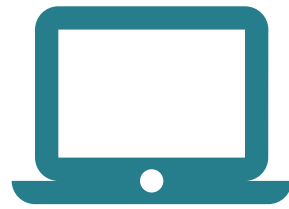


Motivation.

We believe it is very important to get **involved** with their well-being and growth so that professional and personal life find the ideal balance and possibilities for everyone.

For this reason, several years ago we created **#AAenMovimiento**, a programme in which we combine a series of actions to promote personal well-being, environmental care and awareness of different social causes in which we actively participate to improve the life quality of other people.

Iniciatives.



Workplace and
professional
opportunities.



Environmental
actions.



Health and
well-being.



Society.

Workplace and professional opportunities.



- a.** Strengthening the participation of the firm's members in events for their professional growth and development.
- b.** Continuous training of our members: reimbursement of fees for professional updating.
- c.** Incentive plan for postgraduate studies of 1 or more years and financial aid.
- d.** Opportunities for growth and visibility through the publication of articles/papers in renowned legal media.
- e.** Gender parity in the workplace.
- f.** Development of cooperation and internal communication.

Environmental actions.



- a.** Continuity of the hybrid work system to reduce commuting to the office and contribute to the reduction of environmental pollution.
- b.** Encouraging the use of public transport, bicycles and electric scooters.
- c.** Provision of reusable tote bags to employees and clients to discourage the use of plastic ones.
- d.** Incorporation of technology to reduce environmental impact: new lighting and computer equipment with lower energy consumption.
- e.** Recycling is cool! - Reuse and recycling of coffee capsules and paper recycling policy.
- f.** Responsible waste sorting.

**Health and
well-being.**



- a.** Free availability of cafeteria products for employees.
- b.** Supporting environment and policies for parents.
- c.** Seasonal fruit and nuts always available in our offices.
- d.** Work-life balance and flexibility.
- e.** 100% reimbursement of gym membership fees as an incentive scheme for physical activity.

Society.



Alfaro Abogados actively participates in providing professional pro bono advice to public welfare entities with a clear commitment to the well-being of the population in general and especially the most vulnerable.



Foro Ecuménico y Social

Since its creation, we have assisted Foro Ecuménico y Social in its quest to promote and develop inter-religious dialogue and the integration of native cultural values in the modern society.



El Samaritano

We assist El Samaritano, a foundation created to support schools and hospitals in rural areas in Argentina (mainly Corrientes, Entre Rios, and Mendoza).



The Borges Foundation

The Borges Foundation aims to disseminate the life and work of Jorge Luis Borges, contributing to his knowledge and encouraging its correct interpretation.



Lean In

Lean In helps women achieve their ambitions and helps companies build inclusive workplaces where women of all identities are supported and empowered.



Techo Argentina / CSR Programme

Techo Argentina is an organisation made up of young volunteers and inhabitants of popular settlements in Latin America who work together to overcome the situation of poverty in which millions of people in the region live.



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