

**ENVIRONMENTAL,  
SOCIAL, AND  
GOVERNANCE (ESG)**





## Environmental, Social, and Governance (ESG)

The world is facing pressing challenges, from climate change to social inequality, and it's more important than ever to prioritize Environmental, Social, and Governance (ESG) factors in business decision-making.

Our law firm recognizes the importance of integrating ESG principles into corporate decision-making processes and offers a range of legal services to help clients navigate this complex landscape.

Whether you are looking to mitigate risks, enhance your sustainability efforts, or drive value creation through ESG strategies, our team can provide tailored guidance and support.

We are dedicated to helping clients develop sustainable practices in their businesses that, in addition to creating a positive impact on the environment and society, can increase profitability and value for our customers and business in Mexico.

We offer our clients access to a multidisciplinary team of attorneys with diverse backgrounds and areas of expertise. Our attorneys specialize in a range of practice areas, including environmental, natural resources & energy, corporate governance & regulatory compliance, labor, diversity and inclusion, corporate and M&A, antitrust, capital markets, data privacy and IT, financing, litigation, and alternative dispute resolution, foreign trade and customs and other legal matters.

This breadth of knowledge and experience allows us to provide our clients with comprehensive and effective guidance on a wide range of ESG matters, including responsible investments, green and sustainable finance, corporate governance, diversity & inclusion, human rights, among others.



### Environmental

- » Sustainable financing, including green bonds, to different projects, including real estate projects that allow access to better financing terms and conditions.
- » Public equity and debt offerings, including sustainability-linked bonds.
- » Green Fund Investments.
- » Advice on tax incentives for sustainable investments.
- » Prevention of "greenwashing" complaints.
- » Advice on environmental compliance including water conservation and waste management.
- » Regulatory consulting on energy efficient projects.
- » Advice on the environmental impact of importing, exporting and, if applicable, returning machinery, equipment, materials and waste.
- » Advice related to labeling and technical specifications compliance of products for their marketing and retail.
- » Advice on mitigation and adaptation projects due to the Climate Crisis.
- » Analysis, strategy and identification of mechanisms for the materialization of efficiency, sustainability and energy transition.
- » Review and analysis of alternatives to develop, improve and support the energy-related actions contained in the companies' sustainability disclosures.
- » Review and analysis of compliance with emission reduction commitments.
- » Report on compliance with clean energy and energy efficiency commitments.
- » Analysis of the environmental impact of the operations of companies that carry out activities related to the energy sector.
- » Due Diligence Reports to determine the energy-related actions that are being implemented, as well as actions in progress, to achieve energy efficiency in companies.

### Social

- » Advice related to the issuance of social bonds.
- » Advice on real estate and structural improvement projects for the development of spaces for the benefit and conditions of workers (i.e. nurseries, nursing rooms, rest areas, lunch rooms, etc.).
- » Advice on real estate and structural projects of social benefit (i.e. schools, parks, green areas, etc.).
- » Labor consulting related to employee benefits and conditions.
- » Regulatory compliance related to diversity, equity and inclusion.
- » Representation and defense of our clients in Human Rights related matters.
- » Advice on the regulatory impact of management of hazardous waste, energy, water use, general waste, among others on communities.
- » Labor law compliance in accordance with NOM-035, specifically related to the impact of the company's operation on the workforce and legal strategies to mitigate such impact.
- » Assistance in the legal enforcement of compliance with internal and external social commitments.
- » Assistance in the creation and implementation of legal strategies related to social awareness around the operation, such as childcare services, educational and training centers for the community.
- » Due diligence to assess compliance with regulations prohibiting forced labor, child labor, precarious working conditions, modern slavery, among others.
- » Consumer and supply chain protection.
- » Analysis of social impact issues in energy projects.

In addition, we have extensive experience from the perspective of compliance with local regulations and international best practices for the protection of human rights, adoption of a culture of diversity, equity and inclusion, identification of risks and compliance tools, as well as compliance with labor legislation within the workplace.



## Governance

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- » Review and update of internal policies and compliance programs to comply with new ESG standards.
- » Sustainability-focused due diligence on mergers and acquisitions, as well as preventive audits of companies that are audited by their public company clients.
- » Compliance with ESG reporting requirements.
- » Draft of policies, manuals and protocols to comply with ESG standards that define the companies with respect to their subsidiaries and suppliers.
- » Draft and negotiation of contracts and agreements to comply with sustainability commitments (Collaboration agreements, Joint Ventures, Agreements in accordance with SDG Goal 17).
- » Compliance with antitrust, anti-money laundering and anti-corruption obligations in Mexico.
- » Assistance in structuring corporate governance of public and private companies (committees, board meetings, review and update of bylaws, etc).
- » Compliance with personal data protection obligations.
- » Antitrust related matters.



## Prevention, Risk Mitigation and Legal Disputes

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The industry group seeks to offer a comprehensive service and advice to our clients in ESG matters, through the involvement, participation and monitoring of the different practice areas that constitute our firm. This allows us to identify and mitigate the potential risks associated with the factors described above in any operation or business, the severity of such risks and the appropriate preventive or risk mitigation measures, both in the prevention of potential non-compliance by our clients and in the identification of non-compliance by our clients.

We believe in conflict prevention and risk management, as litigation should be, in the majority of cases, a last resort to safeguard the interests of our clients. The multidisciplinary team that constitutes this industry group, is prepared to provide litigation support as it pertains to laws and regulations issued by different government authorities with due regard to the social demand for companies to comply with ESG requirements.

From possible situations of joint and several liability of shareholders and/or directors of companies, claims for civil liability arising from operations that have environmental impacts or claims associated with non-compliance in the supply chain of ESG regulations, consumer claims for products not complying with the regulations of the buyer's country or for being part of a supply chain subject to regulation at the final destination, consumer claims, either individual or collective, associations or interested parties for public statements of companies related to the adoption of ESG policies that do not adjust to their reality or for the sale of products that claim to be sustainable or environmentally friendly, our team is prepared to provide advice, conduct audit processes in anticipation or during a possible litigation, participate in judicial or arbitration proceedings, among others.

## Our Commitment

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We are confident that our responsibility goes beyond compliance with legal regulations. As a Firm, we are committed to continuously improving our efforts to ensure that our operations continue to be ethical and more sustainable every day. We know that this is not only the right thing to do, but it also benefits our clients, employees, and society as a whole.

## Our Team

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Our ESG Practice Group is formed by lawyers with extensive experience, who have represented multiple clients in the development of their projects and operations, representing them before governmental and private, national and international entities and agencies related to the environmental, social and corporate governance sectors.

## Who we are

Sánchez Devanny is a leading Mexican law firm that provides full-service legal advice both to Mexican and international clients.

## More than attorney-client services

We build enduring client relationships that go beyond individual service contracts because we make every effort to understand our clients' businesses and expectations, to serve as an ally, and to provide complete, accessible and personalized advice. As a testament to these efforts, we continue to advise clients today who have trusted us with their legal matters since the firm was founded in 1996.

## Experience and creativity

Throughout the firm, we take pride in serving our clients with a combined approach of experience and creativity because we recognize that when you know how things are done it is easier to think outside the box. Our partners offer a wealth of experience, including in prior roles as in-house counsels at global companies and government agencies, and key roles within international law firms.

With offices in Mexico City, Monterrey, and Querétaro, as well as several strategic alliances worldwide, the firm is well-positioned to quickly and efficiently represent and respond to clients' needs, shortening the distance between us and our clients. Our services are delivered in an efficient, professional, cost effective and timely manner, keeping always in mind that, as lawyers, we are business facilitators for our clients and must maintain a proactive and preventive approach.

## Team

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## Location

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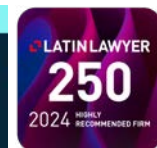
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