

ABREU COMMITS TO 40% OF WOMEN IN DECISION MAKING POSITIONS BY 2030

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Abreu Advogados has committed to having at least 40% of women in decision-making positions by 2030. It is the first law firm in Portugal to join the National Goal for Gender Equality, promoted by the Global Compact Network Portugal, within the scope of the United Nations accelerator program "Target Gender Equality", which challenges companies to have 40% of women in decision-making positions until 2030 (Board of Directors, Executive Committee and top management).

This commitment stems from the UN 2030 Agenda and the Sustainable Development Goals, which include, "the guarantee of the full and effective participation of women and equal opportunities for leadership at all levels of decision-making in political, economic and public life." All companies that join this commitment will have to report to the Global Compact Network, at least every three years, the progress of the indicator of the rate of representation of women in top management and first line management through sustainability performance reports.

"This commitment to the National Goal for Gender Equality stems from the humanist perspective that has always characterised us. The promotion of gender equality naturally results from this way of looking at our activity and society as a whole. We distinguish people on their merit, we have a zero tolerance policy towards discrimination and we understand gender equality, respect for diversity and inclusion as essential elements for progress. We do our part, but this is everyone's mission," explains **Inês Sequeira Mendes**, managing partner at Abreu Advogados.

Abreu Advogados was, in 2004, the first law firm in Portugal to elect a woman, **Carmo Sousa Machado**, as managing partner and already has almost 40% of women in decision-making positions,

a goal to which it is now committed to the Global Compact Network.