

KLIEMT.HR Lawyers

The Social Responsibility Experts



Sustainable HR policies

Talents place increasing importance on sustainable corporate governance. Tailored HR policies can assist with recruitment and retention.

Financing and restructuring

Good sustainability scores make it easier for companies to refinance themselves on the capital market. Poor ratings can make restructuring unavoidable.

Qualification and transformation

Digitisation and the transformation of the working world are constantly creating new business models. Truly engaging in sustainability creates competitive advantages and makes companies future-proof.

Your experts for the „S“ in ESG

Social sustainability should be designed smartly and legally sound. KLIEMT is your experienced partner for this challenge: Employment law is part of our DNA. Using our ESG expertise, we are always one step ahead of developments and can support you in an increasingly regulated HR environment with our outstanding service, hands-on approach and sector know-how.

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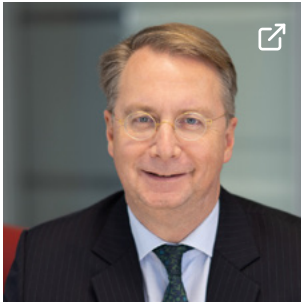
Recent Reference Cases

- **Energy & Infrastructure client**
Advice on exit from coal-based energy generation
- **Chemical industry client**
Design of supply chain model observing regulatory requirements
- **Aviation & Technology client**
Implementation of ESG criteria in cross-border executive compensation scheme
- **Chemical industry client**
Advice on compliance framework in light of international union activity regarding ESG
- **Energy & Infrastructure client**
Advice on staff adaption following exit from nuclear energy generation
- **Banking & Financial Services client**
Advice large public bank on change of car policy to electric only
- **Banking & Financial Services client**
Drafting of remuneration scheme in line with new WpIG requirements
- **Energy client**
Advice on consultation requirements in light of ESG requirements
- **Banking & Financial Services client**
Advice on compliant handling of bonus and retention elements in light of IVV and sustainability requirements
- **Manufacturing/industrial client**
Advice on the use of subsidies according to StromPBG and related employment protections
- **Technology / Hyperfast Delivery client**
Advice on the rights of non-employee workers to unionize
- **Technologie / Hyperfast Delivery client**
Advice on occupational safety standards at global level

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Meet The Experts



Dr. Burkard Göpfert
LL.M.



Dr. Till Heimann



Isabell Flöter



Kristin Teske



Anabel Vogel



Helena Byrne, LL.M.

Sample Publications

- Göpfert/Stöckert, „ESG“ (Environmental Social Governance) – ein Thema für die betriebliche Mitbestimmung?, NZA 2022, 452
- Heimann/Stabenow, Vergütungsregulierung im Finanzsektor: Was gilt, was kommt, welche Probleme bleiben?, BB 2021, 1780 / 1844
- Göpfert/Brune, Nachhaltigkeit in der Personalpolitik und im Arbeitsrecht, Unternehmensjurist 2019, 42 f.
- Flöter/Heimann, ESG-Compliance arbeitsrechtlich umsetzen, ArbRB 2023, 89
- Göpfert/Heimann, Due Diligence und Haftungsvermeidung in der Lieferkette, ESGZ 2023, 18
- Göpfert/Jacobs, Der Menschenrechtsbeauftragte - das (noch) unbekannte Wesen?, NZA 2023, 144
- Heimann, Schluss mit „Nach mir die Sintflut“, Personalwirtschaft 2023, Heft 2, 38 ff.
- Göpfert/Melles, Verantwortungsvolles unternehmerisches Handeln nach den OECD-Leitsätzen, NJW 2022, 2505
- Flöter/Heimann, Environmental Social Governance in die Vergütungspolitik integrieren: Nachhaltig, motivierend und compliant, AuA 2022, 46 ff.
- Heimann, Betriebsrente als strategischer HR-Baustein für ESG, ESGZ 2022, 23 ff.
- Flöter, Diversity-Förderung im Unternehmen – Strategien entwickeln und rechtlich umsetzen, KAV Berlin ArbeitgeberInfo 07/2022
- Flöter/Heimann, Neue Herausforderungen für die Mitbestimmung durch ESG (Environmental Social Governance), ESG 2022, 138 ff.
- Vogel/Bähr, Diversity Monitoring, ESGZ 2022, 24
- Heimann/Heuer, ESG Cooperation Agreements: Nachhaltigkeit mitbestimmungsrechtlich umsetzen, ESGZ 2022, 18
- Heimann, Das „S“ in ESG – warum Sie jetzt tätig werden müssen, ZAU 2022, 583
- Heimann/Csizmadia, Neue Vergütungsregelungen für Wertpapierinstitute, DB 2021, 2351