



Union Internationale des Avocats  
International Association of Lawyers  
Unión Internacional de Abogados



IZBA ADWOKACKA  
W WARSZAWIE



Forum presented by the UIA

# 13<sup>th</sup> Annual Business Law Forum

## ESG – A Short-Lived Trend or the Future of Business?

# WARSAW

POLAND

Thursday, June 9 & Friday, June 10, 2022

*with a welcome cocktail on Wednesday, June 8*

#UIABusinessLaw



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## Bringing Together the World's Lawyers

UIA is the global and multi-cultural organisation for the legal profession, established in 1927 and now with members in 110 countries. UIA facilitates professional development and international exchange of information and ideas, promotes the rule of law, defends the independence and freedom of lawyers worldwide, and emphasizes friendship, collegiality and networking among members.

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**Join the world's largest international network of lawyers**

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## ORGANISING COMMITTEE

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# Introduction

## Why is ESG so important for businesses?

More and more companies take ESG (Environment, Social and Governance) standards into account in their business strategies. Global trends clearly show that businesses are no longer evaluated only on the basis of their financial results. Nowadays, such standards are key to the value of growing businesses, customer relations, broader business environment, and to helping strengthen the entrepreneur's image as a responsible business. ESG standards are being internalised and becoming important values not only for companies themselves but also for investors, partners, lenders, customers, and current and future employees.

## Why is ESG a very important legal issue?

The application of ESG standards means great development potential for companies. On the other hand, they entail additional legal obligations, which are very often complex and result from different pieces of legislation. Lawyers are business advisors. Law firms need to effectively support their clients in their efforts towards sustainable development.

This means that ESG is becoming not only a very important business trend but also a highly topical legal issue.

## Why should lawyers care about ESG standards?

ESG is also important for lawyers, as it is for any human being. We are part of the society and share the same future. Our attitude towards the environment and the way we want to conduct our businesses are evolving.

Also, we need to be credible. If we want to help our clients to achieve their ambitious ESG goals, we cannot just stand by and look on without transformation our own businesses coupled with the transformation of our Clients' businesses. ESG is changing the legal industry.

**Come to the UIA Business Law Forum (BLF) in Warsaw to learn more about ESG, and the way it affects businesses worldwide, learn about its impact upon the legal sector!**

Mark your diaries now, save the date and make sure to register!

**We are looking forward to welcoming you to Warsaw!**



*The UIA would like to thank the following partners*



POLSKIE  
STOWARZYSZENIE  
PRAWNIKÓW  
PRZEDSIĘBIORSTW

**PSPP**

**WKB**  
lawyers

## Wednesday, June 8

**19:30** Welcome Cocktail

*Sponsored by the National Bar Council*  
**WKB Lawyers**  
 Plac Małachowskiego 2, Warsaw

## Thursday, June 9

**ESG as a business trend. What do we need to know about it in order to help our clients to transform their businesses and adopt to the new reality?**

**08:30 – 09:00** Registration of Participants

**Warsaw Bar Association**  
 Henryk Krajewski room  
 Al. Ujazdowskie 49, Warsaw

**09:00 – 09:30** Welcome and Opening of the Seminar

- **Francisco SOLER CABALLERO**, *President of the UIA Corporate Law and Mergers & Acquisitions Commission, J&A Garrigues S.L.P, Valencia, Spain*
- **Mikolaj PIETRZAK**, *Dean of the Warsaw Bar Association, Pietrzak Sidor & Partners, Warsaw, Poland*
- **Anna MASIOTA**, *UIA National Representative in Poland, Masiota Adwokaci I Radcowie Prawni, Poznan, Poland*
- **Aleksander STAWICKI**, *WKB Lawyers, Warsaw, Poland*

**09:30 – 10:45** Session 1 – Human Rights/Eu Law/  
 Environment Law

How does ESG affect the conduct of business? What are the new standards that businesses need to adapt to?

**Moderator and speaker:** • **Leonard HAWKES**, *Flinn, Brussels, Belgium*

**Speakers:**

- **Wojciech BAGINSKI**, *President Foreign Affairs Committee of the National Bar Council, Warsaw, Poland*
- **Eliza GLUSZKO**, *Garrigues, Warsaw, Poland*
- **Diego SOLANA**, *Cremades & Calvo-Sotelo, Madrid, Spain*

**10:45 – 11:15** Coffee Break

**11:15 – 12:30** Session 2 – Corporate/M&A

This panel will discuss two different issues: (i) the new trends on corporate governance and how ESG main issues are taking the centre stage in corporate governance and (ii) how the new ESG focus is impacting M&A transactions, including due diligence, additional covenants and obligations for the parties, etc. A special focus will be made on how different ESG regulations can be applied to a cross-border M&A transaction.

**Moderator:** • **Francisco SOLER CABALLERO**, *J&A Garrigues SLP, Valencia, Spain*

**Speakers:**

- **Franz SCHUBIGER**, *Pestalozzi Attorneys at Law Ltd, Zurich, Switzerland*

- **David FRØLICH**, *EY, Copenhagen, Denmark*
- **Jan Tadeusz STAPPERS**, *WhistleB, a NAVEX Company, Rotterdam, Netherlands*

**12:30 – 14:00** Lunch

**14:00 – 15:15** Session 3 – Impact of ESG Regulations on Financial Institutions and on their Clients and Investments

This panel will discuss the ESG regulatory trends in the financial sector, including in Europe with the EU Sustainable Finance Disclosure and the EU Sustainable Finance Taxonomy Regulations. After reviewing the impact of this new regulatory framework on financial market actors (banks, asset managers, product issuers, distributors...) across the entire organisation and value chain, a special focus will be made on the ESG covenants applicable in the financing of operational companies.

**Moderator:** • **Olivier NICOD**, *Walder Wyss, Lausanne, Switzerland*

**Speakers:**

- **Donald VENKATAPEN**, *Wagener & Associés, Luxembourg, Luxembourg*
- **Silvestre TANDEAU DE MARSAC**, *FTMS Avocats, Paris, France*
- **Piotr DMUCHOWSKI**, *Head of Markets & Treasurer Poland ESG Champion Markets CEESA, HSBC, Warsaw, Poland*

**15:15 – 15:45** Coffee Break

**15:45 – 17:00** Session 4 – Tax Law/Foreign Investment

Taxation plays a significant role in developing ESG standards, as taxes and fiscal policies are basic instruments to foster human rights, while tax abuse prevents the effective promotion of ESG standards-based policies.

States have addressed the challenges posed by globalisation and digitisation of the economy, but these individual attempts have proved insufficient or inadequate.

Public opinion and political pressure on large, multinational companies seem to have laid down the building blocks of a new international taxation framework. US and EU pressure on digital giants has paved the way for the OECD two-pillar solution to address these tax challenges. Inevitably, the tax measures that may result from this approach will eventually permeate domestic tax systems of many countries and apply to most (if not all) economic sectors.

The chances and threads of these developments and their impact in pursuing ESG standards will be discussed in this session, particularly the need to adapt to new foreign investment structures.

Each jurisdiction has made its own progress, having different levels of adaptation so far, while projected foreign direct investments of multinational groups out of US and EU have commenced to adjust the configuration of their business approach, making focus on ESG as a key concept to be developed.

**Moderator:** • **Martí ADROER**, *Cuatrecasas, Barcelona, Spain*

**Speakers:**

- **Lukasz CZEKANSKI**, *WKB Lawyers, Warsaw, Poland*
- **Raffaello FOSSATI**, *Fantozzi & Associati, Milan, Italy*
- **Lourdes PÉREZ-LUQUE**, *Toda & Nel-lo, Madrid, Spain*
- **Gabriel LIZAMA OLIGER**, *Artech Abogados, San José, Costa Rica*

**17:00 – 18:15** **Session 5 – Impact of the ESG upon Compliance Programmes. Do we Need a New Compliance Culture?**

This panel will discuss about a broad range of questions on compliance programmes: What is the relationship between existing compliance policies and ESG? How to effectively combine ESG into the existing compliance policies and teams? What challenges do organisations face while implementing their ESG policies? Will ESG replace compliance? Will they be part of the same corporate culture? Or is ESG just a short lived trend?

**Moderator:** • **Maria CRONIN**, *Peters & Peters Solicitors LLP, London, United Kingdom*

**Speakers:**

- **Astrid ABLASSER NEUHUBER**, *BPV Hügel Rechtsanwälte GmbH, Vienna, Austria*
- **Dominika STEPINSKA-DUCH**, *TVN Discovery, Warsaw, Poland*
- **Anna GRYKIN**, *Grykin Law, Warsaw, Poland*
- **Aleksander STAWICKI**, *WKB Lawyers, Warsaw, Poland*

**20:00** **Optional Dinner**

**U WIENIAWY Restaurant**  
Pl. Piłsudskiego 9, Warsaw

## Friday, June 10

**Impact of ESG on the legal sector.**

**09:00 – 09:15** **Registration of Participants**

**Warsaw Bar Association**  
*Henryk Krajewski room*  
Al. Ujazdowskie 49, Warsaw

**09:15 – 10:30** **Session 6 – Building a Sustainable Law Firm**

What do ESG requirements mean for law firms? What challenges do they pose to our businesses? What new work opportunities do they create? What do our clients, the public and the media expect of us? An expert panel will analyse the impact of ESG requirements across all aspects of a law firm's operations, assessing the adaptations required to address those re-

quirements and the opportunities they create for new work streams.

**Moderators:** • **Marcin TOMCZAK**, *Tomczak & Stanislawski, Poznan, Poland* • **James GRENNAN**, *A&L Goodbody LLP, Dublin, Ireland*

**Speakers:**

- **Adrian KNIGHT**, *Knight, London, United Kingdom*
- **Marco IMPERIALE**, *LCA Studio Legale, Milan, Italy*
- **Augustyn WROBEL**, *WKB Lawyers, Warsaw, Poland*
- **Malgorzata KRZYZOWSKA**, *Aliant Krzyzowska, Poznan, Poland*

**10:30 – 11:00** **Coffee Break**

**11:00 – 12:15** **Session 7 – In-House Counsel's Perspective on ESG**

How are ESG topics being addressed by inhouse legal teams? Practical insights on establishing ESG programs and implanting related processes.

**Moderator:** • **Thomas Martin PFLOCK**, *Wilson Sonsini Goodrich & Rosati, Brussels, Belgium*

**Speakers:**

- **Piotr MARUCHA**, *Hitachi Energy, Warsaw, Poland*
- **Jakub PYSZYNSKI**, *PZU, Warsaw, Poland*
- **Marta Anna TECHMAN**, *Head of Legal, Compliance and Data Protection Departments, MediaMarktSaturn Polska, Warsaw, Poland*
- **Jakub LESZCZYNSKI**, *General Counsel, Accolade, Warsaw, Poland*

**12:15 – 12:45** **Closing Speech**

Rule of law as a fundament for sound and ethical business. Role of the legal profession in protection of rule of law.

- **Mikolaj PIETRZAK**, *Dean of the Warsaw Bar Association, Pietrzak Sidor & Partners, Warsaw, Poland*

**12:45 – 13:00** **Closing of the Seminar & Wrap up**

- **Francisco SOLER CABALLERO**, *President of the UIA Corporate Law and Mergers & Acquisitions Commission, J&A Garrigues S.L.P, Valencia, Spain*
- **Ignacio CORBERA DALE**, *UIA Director of Seminars, Garrigues, London, United Kingdom*

### In Warsaw, let's keep up the good work!

A health protocol will allow you to participate in the seminar in complete safety:

- ➔ In the session room, UIA will enforce **social distancing**.
- ➔ **Hand sanitizer** will be available at the entrance to the room and will be available in the busy areas of the seminar.



Vaccination certificate or negative PCR/antigen test required



Compulsory face coverings



Hand Sanitizer available



Social distancing in each room

UIA has been regularly monitoring the health situation in Poland. You can also find out more by visiting the Polish Government website here <https://www.gov.pl/web/coronavirus/temporary-limitations>

**The health of our participants remains our top priority.**

# GENERAL INFORMATION

## SEMINAR VENUE

**Warsaw Bar Association**  
Al. Ujazdowskie 49,  
Warsaw, Poland  
T +48 22 58 49 620

## CONTINUING LEGAL EDUCATION

Every participant attending the seminar will receive a "Certificate of Participation" at the end of the event that may be used to obtain "Credits" for "Continuing Legal Education" – "Continuing Professional Development" purposes, depending on national rules. For more information, please contact the UIA.

## LANGUAGE

The working language will be **English** without simultaneous translation.

## HOTEL RESERVATION

A limited number of rooms have been pre-booked at a preferential rate. Reservations should be made directly through the hotel. Credit card details must be given in order to secure your reservation. Please note that the number of rooms is limited. We recommend that you proceed with your reservations as soon as possible.

### HOTELS

#### HOTEL MERCURE WARSZAWA GRAND (4\*)

– 10 min walk to seminar venue  
28 Krucza Street  
Warsaw, Poland  
T + 48 22 583 21 00  
E H3384@accor.com

Single Room **370 PLN (≈ € 80)**  
Double Room **410 PLN (≈ € 89)**  
**Breakfast and taxes included**

#### HOTEL SHERATON GRAND (5\*)

– 5 min walk to seminar venue  
Woleslawa Prusa 2  
Warsaw, Poland  
T + 48 22 450 61 00  
E warsaw@sheraton.com

Single Room **565 PLN (≈ € 122)**  
Double Room **605 PLN (≈ € 131)**  
**Breakfast and taxes included**

## REGISTRATION FEES

<i>*Amounts exclusive of VAT</i>	On or before May 9	From May 10
UIA MEMBER	<input type="checkbox"/> € 390*	<input type="checkbox"/> € 440*
UIA MEMBER - YOUNG LAWYER (<35) **	<input type="checkbox"/> € 340*	<input type="checkbox"/> € 390*
NON-MEMBER	<input type="checkbox"/> € 440*	<input type="checkbox"/> € 490*
NON-MEMBER - YOUNG LAWYER (<35) **	<input type="checkbox"/> € 390*	<input type="checkbox"/> € 440*
POLISH PARTICIPANTS	<input type="checkbox"/> € 180*	

**\*The VAT (23%) can be applied to the amount stated above according to the European Directive 2006/112/CE of November 28, 2006. If you provide an EU VAT ID number, the VAT will not be charged. For more information, please contact the UIA.**

**\*\*Please attach proof of age to the registration form to benefit from young lawyers fee.**

#### Fees include:

- Attendance at all working sessions
- Welcome cocktail on June 8
- Lunch on June 9
- Forum documentation
- Coffee breaks on June 9 & 10

**The dinner on Thursday, June 9 is optional and at additional charge.**

Please note that the number of places at the Forum is limited. The organisers reserve the right to refuse registrations in the event of excess applications.

In order for your name to appear in the **list of participants**, which will be distributed during the Forum, your registration form must be received by **June 1<sup>st</sup> at the latest**. An updated electronic list will be sent by email to all the participants after the Forum.

# CANCELLATION AND GENERAL CONDITIONS

## CANCELLATION CONDITIONS

All cancellations will be subject to a 50% deduction and will have to be sent in writing, to be received by the Union Internationale des Avocats **no later than May 9, 2022**.

No refund will be made for cancellations received after this date.

## VISAS

Anyone who requires a visa invitation letter in order to attend the seminar should register and pay their registration fees **no later than May 9, 2022** to ensure there is enough time to obtain a visa.

All cancellations will be refunded in full, minus €50 + VAT to cover administrative costs, provided that the UIA has received the registration documents and total registration fees **no later than May 9, 2022**.

If you register after this date, only 50% of the amount paid minus €50 + VAT to cover administrative costs will be refunded for cancellations due to visa refusals.

All cancellations due to a visa refusal must be sent in writing and reach the UIA **before the seminar**. Cancellations must be accompanied by a **proof of visa refusal**.

If your visa is issued after the seminar date or if you do not have proof of visa refusal, you will not be entitled to a refund.

## COVID-19

For any cancellation of onsite participation after May 9, 2022, a credit voucher or a full refund of the registration fees\* will be offered in the following cases:

- if you test positive for Covid-19 less than 14 days before the Seminar (a medical certificate or a proof of positive test result will be required);
- border shutdown by French government or by your country's government;
- if country where you live is under lockdown.

For any other reason, the standard cancellation policy will apply.

(\* ) If you wish, part of the amount paid for the seminar can be carried forward to another UIA event or refunded.

Should the onsite seminar be cancelled due to Covid-19 concerns, participants will be able to request a credit voucher or a full refund of their registration fees.

If a virtual alternative is offered, part of the amount paid for the onsite seminar can be used for the virtual seminar. The remaining amount can be carried forward to another UIA event or refunded.

## GENERAL CONDITIONS

All registrations received by the Union Internationale des Avocats (UIA) along with the full payment of fees corresponding to the events selected will be confirmed in writing.

The UIA reserves the right to cancel or postpone the seminar to a later date, change the seminar venue and/or programme, make any corrections or modifications in the information published in the seminar programme and cancel any invitation to participate in the seminar, at any time and at their entire discretion, without having to provide any reasons for the same.

Neither the UIA, nor any of its managers, employees, agents, members or representatives shall be held responsible for any loss or damage, of any nature, suffered (directly or indirectly) by a delegate, accompanying person or a third party following any cancellations, changes, postponements or modifications.

**The UIA strongly advises participants to subscribe to modifiable and/or refundable services, as well as to take out a cancellation insurance.**

Neither the UIA, nor any of its managers, employees, agents, members or representatives shall be held responsible for any loss or damage, of any nature whatever, suffered (directly or indirectly) by a delegate or accompanying person, except in case of death or personal injury due to gross negligence by the UIA.

The contractual relations between the UIA and each participant (delegate or accompanying person) in relation to the seminar are subject to French law and jurisdiction, to the exclusion of any other law. Paris is the city of jurisdiction.

## FORMALITIES

It is the responsibility of participants to ensure compliance with police, customs and health formalities for their journey. Participants unable to take part in the seminar because of their inability to take a flight or any other means of transportation due to being unable to provide the documents required (passport, visa, vaccination certificate, etc.) cannot claim any reimbursement.

## FORCE MAJEURE

"Force majeure" means any events external to the parties, of both an unforeseeable and insurmountable nature that prevents either the client or the participants, or the agency or service providers involved in organising the seminar, from executing all or part of the obligations provided for in the present agreement. By express agreement, such will be the case in the event of a strike affecting the means of transport, hotel staff, air traffic controllers, an insurrection, a riot or any prohibition whatsoever decreed by governmental or public authorities.

It is expressly agreed that for the parties, a case of force majeure would suspend the execution of their reciprocal obligations. At the same time, each of the parties shall bear the burden of all the expenses incumbent upon them, resulting from the case of force majeure.

## HEALTH

The organisers decline any responsibility in case of any health problems existing prior to the seminar that may lead to complications or be aggravated during the entire period of the stay: pregnancy, cardio-vascular problems, any allergies, special diets, any disorders under treatment and not yet consolidated on the day the seminar starts, psychic or mental or depressive illness, etc. (Non exhaustive list).

## PERSONAL DATA PROTECTION

The personal data that you communicate to us shall be processed by the International Association of Lawyers (UIA – Union Internationale des Avocats), with its registered office at 9 rue du Quatre-Septembre, 75002 Paris (Tel: +33 1 44 88 55 66 - Fax: +33 1 44 88 55 77 - [privacy@uianet.org](mailto:privacy@uianet.org)), in accordance with Act No. 78-17 of January 6, 1978 relating to data, files and freedoms and Regulation No. 2016/679 on data protection, as of its entry into force on May 25, 2018. Your data will be managed by UIA's General Services, Events and Accounts Section:

- For the purpose of administering your registration for the event and your on-site access to the event;
- In order to pay for the selected services - your bank details will be deleted after receipt of your payment;
- In order to communicate information messages from UIA.

To the extent necessary for the execution of their respective tasks, our subcontractors in charge of our seminar organisation, our IT infrastructure, our management, the production and maintenance of our website and extranet, are likely to gain access to your data from time to time. Their servers are located in the European Union.

Data relating to your participation in the event shall be stored for a period of 10 years. We are obliged to archive billing data until the end of the period required for our tax and accounting obligations, i.e. for 7 full tax years. We shall store your contact information to keep you informed until you ask us to stop. You have the right to access your data and have it corrected if necessary.

You may object to any processing of your data undertaken by us for the purposes of our legitimate interests. If you wish for more information, or to lodge a complaint, please contact CNIL (French Data Protection Authority).



Union Internationale des Avocats  
International Association of Lawyers  
Unión Internacional de Abogados

# 13<sup>th</sup> Annual Business Law Forum

WARSAW, POLAND

THURSDAY, JUNE 9 & FRIDAY, JUNE 10, 2022

Register online at: [www.uianet.org](http://www.uianet.org)

or please complete and return this form by email to: [uiacentre@uianet.org](mailto:uiacentre@uianet.org)

**UIA (International Association of Lawyers)**

**Tel: +33 1 44 88 55 66 ■ Fax: +33 1 44 88 55 77 ■ Email: [uiacentre@uianet.org](mailto:uiacentre@uianet.org)**

Family Name: .....

First Name: .....

UIA Identification number (if you already have one): M I \_ \_ \_ \_ \_

Firm: .....

Address: .....

Post Code: ..... City: .....

Country: .....

Tel: ..... Fax: .....

Email: .....

Date of Birth: .....

EU VAT ID-Number: .....

Special requests (special diet, allergies, handicap...): .....

Arrival/departure times & flight numbers: .....

Hotel: .....

## A. FORUM REGISTRATION FEES

<i>*Amounts exclusive of VAT</i>	On or before May 9	From May 10
UIA MEMBER	<input type="checkbox"/> € 390*	<input type="checkbox"/> € 440*
UIA MEMBER - YOUNG LAWYER (<35)**	<input type="checkbox"/> € 340*	<input type="checkbox"/> € 390*
NON-MEMBER	<input type="checkbox"/> € 440*	<input type="checkbox"/> € 490*
NON-MEMBER - YOUNG LAWYER (<35)**	<input type="checkbox"/> € 390*	<input type="checkbox"/> € 440*
POLISH PARTICIPANTS	<input type="checkbox"/> € 180*	

**\* The VAT (23%) can be applied to these amounts according to the European Directive 2006/112/CE of November 28, 2006.**

**If you provide an EU VAT ID number, the VAT will not be charged.** For more information, please contact the UIA.

**\*\*Please attach proof of age to the registration form to benefit from young lawyers fee.**

## B. FORUM SOCIAL ACTIVITIES

Please indicate below whether you plan to attend the following events **included** in the cost of your registration.

- Welcome Cocktail Reception – Wednesday, June 8       Lunch – Thursday, June 9

## C. OPTIONAL DINNER

(**not included** in the registration fees)

- Optional Dinner – **Thursday, June 9**

• Please book ..... person(s) for the dinner

€ 65 (Exclu. VAT) x \_\_\_ / pers .....

TOTAL (C) (Exclu. VAT) € .....

## D. TOTAL

TOTAL (A) Excl. VAT – Registration Fees € .....

TOTAL (C) Excl. VAT – Optional Dinner € .....

Total (A + C) Exclu. VAT € .....

VAT if applicable (23%)\* € .....

*If you provide an EU VAT ID number, the VAT will not be charged.*

TOTAL (A + C + VAT) € .....

*\* The VAT (23%) can be applied to the amount stated above according to the European Directive 2006/112/CE of November 28, 2006. If you provide an EU VAT ID number, the VAT will not be charged. For more information, please contact the UIA.*

## E. CANCELLATION CONDITIONS AND GENERAL CONDITIONS

I, the undersigned, confirm having read and accepted the cancellation policy and the general terms and conditions given on page 6 of the registration programme. My registration will only be taken into account after receipt of my payment.

The participant is aware that his/her image and/or voice may be recorded or filmed during the entire duration of the seminar and, by signing this registration form, grants UIA the right to use, reproduce and distribute the concerned images and recordings by any known or unknown means and on all types of media, for an unlimited duration, completely free of charge.

The undersigned acknowledges having been informed of the processing of the personal data contained in this form by UIA, as detailed on page 6 of the registration programme.

## F. METHOD OF PAYMENT

- By bank transfer in €, without charges to the payee, in favour of the Union Internationale des Avocats, quoting “**2022 Warsaw Forum**”, to the following bank and account:

**Société Générale – Paris Elysées Entreprise – 91 avenue des Champs Elysées – 75008 Paris – France**

**BIC / SWIFT N°: SOGEFRPP**

**IBAN: FR76 3000 3033 9200 0503 4165 164**

**Kindly attach a copy of your bank transfer order to your registration form**

- By credit card:       Visa       Mastercard

Card N°: \_\_\_\_\_      Expiry date: \_\_/\_\_/\_\_      3 digits: \_\_\_

Name of card holder: .....

I authorise the Union Internationale des Avocats to debit the above mentioned credit card in the amount of € (EUR) .....

Date: ..... / ..... / .....

Signature: .....