

Joint press release

For immediate use

Freshfields advises innovative finance advisory firm KOIS on employment focused Social Impact Bonds

- *Global law firm Freshfields advised KOIS on three out of a total of four innovative employment focused social impact bonds launched in the last two years*
- *All four social impact bonds are investing in people, supporting them back into work to positively change lives*
- *The social impact bonds are backed and financed by the French Government*

Paris, Monday 3 March 2025 – Today, leading global law firm Freshfields has announced it has partnered with pioneering impact investor [KOIS](#) on three of its four innovative [social impact bonds](#) (SIBs) launched over the last two years.

Respected international law firm, Freshfields, advised KOIS on the structuring of three of the four SIBs, as part of its pro bono environmental, social and governance commitments. All four of the bonds are focused on improving employment outcomes and are underpinned by the French Ministry of Labor.

Social impact bonds have increased in number in recent years as a way for investors to invest in people and communities, in a de-risked way, as well as a way for companies, social businesses and civil society organisations to create greater positive social impact for the good of the communities which they serve.

[Marie Roche](#), Partner, Global Transactions, Freshfields: “It was hugely rewarding to work on structuring these innovative social impact bonds with the KOIS team.

“Freshfields has a long-standing commitment to its pro bono work on initiatives which have positive social impacts. These social impact bonds which positively help people in France get into work – which brings economic, psychological and social benefits – very much come into this category.”

[Salma Badr](#), Manager, KOIS: “We are extremely proud of having supported brilliant social innovators such as the NGOs Duo for a Job, Les Eaux Vives Emmaüs and Twoo and the social enterprise GoJob in their ambition to offer the best solutions for professional integration and improved employability in France.”

“The support of the Freshfields’ team was invaluable to bring these SIBs to life. We are very happy to have collaborated with such an exceptional team.”

The four impact bonds launched in the last two years are:

- 1) The **Déclic Emploi Social Impact Bond implemented by Les Eaux Vives Emmaüs**, which aims to promote the long-term integration of people with mental health issues into the world of work, particularly those under the age of 30. The project supports the development of a comprehensive support package to help young people overcome the barriers towards social integration and find long-term employment.
- 2) The **Gojob Modes d’emploi Social Impact Bond** implemented by the digital staffing platform Gojob is an initiative aimed at improving the employability of

vulnerable populations. Leveraging technology, the programme offers tailored support for job seekers, particularly those who are far from employment.

- 3) The **Woork Social Impact Bond implemented by Twoo** supports young people into sustainable employment through mentoring in their first months in a job. This mentoring helps young employees integrate smoothly into their new jobs, develop skills and build confidence. This initiative aims to enhance job retention and long-term career success.
- 4) The **Duo for a Job Social Impact Bond**, co-structured with the banking group BNP Paribas, is an innovative initiative addressing youth unemployment and fostering social cohesion. It pairs young immigrants or refugees with volunteer mentors aged 50 and above for an intensive, one-on-one guidance in job search and professional development.

The Freshfields team that helped develop these bonds included Marie Roche, partner, Mathilde de Wiljes, senior associate, Gabrielle Chino, associate and Emna Lebbi, lawyer, for the financing aspects; Guy Benda, partner, Simon Diévert, counsel, Juliette Sully and Naoufel Boudouda, for the corporate and association law aspects; Laéna Bouafy, associate, for the GDPR aspects; Vincent Daniel-Mayeur, partner, for the tax aspects; and Tanguy Bardet, counsel, for the public law aspects.

The KOIS team which developed these bonds was made up of [Salma Badr](#) and [Alexandre Miura](#).

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About Freshfields

With over 2,800 employees, Freshfields is an international business law firm that supports its clients worldwide. Present in Paris for 50 years, with 27 partners and over 100 employees, we advise our clients on all legal aspects of their strategic challenges by intervening in all legal practices. Freshfields is a limited liability partnership registered in England and Wales under number OC334789. The firm's activity is subject to the authorisation and supervision of the Solicitors Regulation Authority in England, and that of the Conseil de l'Ordre des avocats à la Cour de Paris in France. <https://www.freshfields.com/>

About KOIS

KOIS is a leading international impact investment and innovative finance advisory firm. It was founded in 2010 by François de Borchgrave and Charles-Antoine Janssen. The firm has pioneered solutions like Social Impact Bonds ([SIBs](#)) and [Humanitarian Impact Bonds](#) to address critical global challenges. KOIS operates in Europe, Africa and India, tackling issues like affordable housing, healthcare, climate action, gender empowerment and education. It offers services in blended finance and results-based financing mechanisms, aiming to attract investments to scalable, impactful projects. Its beneficiaries range from underprivileged communities to environmental causes. <https://koisinvest.com/>