

Environmental, Social and Governance Policy

As an Am Law 100 firm with offices in all 50 states, Gordon Rees Scully Mansukhani's (GRSM) Environmental, Social and Governance (ESG) Policy outlines our commitment to integrating sustainability and responsible business practices in our operations. As a law firm, we understand the importance of addressing ESG issues and contributing positively towards some of the largest challenges facing businesses and the world.

ENVIRONMENTAL RESPONSIBILITY

While we recognize the global climate challenges, we also focus on addressing the firm's environmental footprint.

For example:

- We strive to reduce energy consumption and carbon emissions by working with LEED-compliant landlords whenever possible.
- We promote waste reduction and recycling in our offices.
- We promote flexible work arrangements, including remote work options, and offer commuter stipends or employees who use mass transit.

To encourage a difference outside the firm we aim to expand our environmental impact beyond the firm by actively engaging in pro bono legal work for environmental causes and collaborating with vendors who share our commitment to sustainability.

SOCIAL RESPONSIBILITY

We believe that diversity and inclusion are foundational to our success. Together we thrive by cultivating an environment that values our differences and ensures equal opportunities for all employees. We uphold the values of respect, equity, and fairness offering all employees equal opportunities and fair treatment regardless of their sex, sexual orientation or preference, gender, gender identity, gender expression, race, color, religion, national origin, age, disability or any other protected characteristic.

We support work-life balance through remote and flexible work arrangements, wellness programs, and generous paid time-off policies.

Our commitment to social responsibility extends beyond our offices, as we engage with our local communities through pro bono legal services, volunteer work, and charitable contributions.

GOVERNANCE

GRSM adheres to maintaining the highest standards of corporate governance and ethical conduct under the oversight of our Executive Committee. The Committee ensures transparency, accountability, and compliance with all applicable laws, regulations and professional standards in all aspects of the firm's decision-making processes.

Through their oversight, the Executive Committee upholds the firm's core values of professionalism, inclusion, and ethical conduct, ensuring that we balance risk and innovation in a way that sustains our business for all stakeholders.

Sustainability and responsible business practices are central to GRSM's operations. Our firm remains committed to upholding these values, promoting a culture of inclusion and responsibility, and contributing to the well-being of the environment, our people, and the communities we serve.