

COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Huguenin Kahn is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. The diversity of ideas, perspectives, and backgrounds of our attorneys and staff leads to the success of our Firm and enables us to develop meaningful client relationships and provide effective legal services. We embrace that diversity, at all levels, and celebrate our differences, not only within our team but throughout the legal profession and our community.

As part of our Firm's commitment to diversity, equity, and inclusion, the Firm seeks to:

- Create an inclusive environment where differing perspectives are welcome and everyone is respected, supported, and provided with opportunities to succeed;
- Ensure that the Firm's professional development programs (including training and mentoring opportunities) and business development efforts are inclusive of all employees;
- Provide an opportunity for attorneys and staff with varying backgrounds and perspectives to participate in leadership roles within the Firm; and
- Support equity in career advancement and business development opportunities.

At the Firm, we place a high degree of value in creating and nurturing a work environment that reflects our commitment to inclusiveness and collaboration. We respect and value colleagues for their unique perspectives and experiences. To that end, the Firm expects respectful communication and cooperation between all employees. We feel this can be achieved through effective teamwork and employee participation, where all employees have a voice and are treated with fairness. As part of its culture, the Firm also encourages involvement within the communities we serve to promote a greater understanding and respect for diversity.