

Diversity & Inclusion

Embracing diversity and inclusive excellence

A Statement of Core Values and Strategic Priorities

This statement has been developed to reflect Nelson Mullins Riley & Scarborough LLP's inclusive excellence and diversity mission. It will serve to inform and guide key decisions regarding the Firm's strategic investment and focus associated with issues related to inclusive excellence and diversity for all of our professionals.

Nelson Mullins Riley & Scarborough LLP's success as a law firm is dependent on our maintaining a steadfast commitment to inclusive excellence, with our professionals enjoying equal access to the best opportunities for their professional development and growth. Correspondingly, we are committed to achieving and maintaining robust diversity in all aspects of Firm life, where we value a wide array of backgrounds, characteristics and life experiences among our professionals—including those associated with race, gender, age, ethnicity/national origin, disability, sexual orientation, gender identity, religion, marital/parental status and more. At the same time, we remain steadfast in embracing a diversity of beliefs among our professionals—whether political, economic, social, or philosophical.

Our experiences in recruitment, hiring, promotion and advancement practices, as well as in providing services to clients, confirm the indisputable reality that diversity and excellence must go hand-in-hand. Our Firm's long-standing commitment to the bedrock principles of excellence and diversity, in fact, reflects that connection.

This era of dramatic change—with the transformation of our global economy and with demographic shifts nationally—affirms the connection between diversity and excellence in client service, as well as the imperative to ensure that inclusive excellence and diversity remain a Firm strategic priority. The clients that we serve will continue to embody a significantly more diverse workforce. As a consequence, our ability to engage with clients with varied backgrounds, characteristics and life experiences is an imperative for our success.

We know that the effectiveness of legal and related services is enhanced when delivered by firms with high-quality, diverse client-service teams. Research in the field and our experience affirm that our Firm can provide services to clients that are more innovative, more rigorously engaging, and ultimately, more effective and successful when we provide that service with highly qualified teams that are diverse.

We are committed to achieving and maintaining robust diversity in all aspects of Firm life... the indisputable reality [is] that diversity and excellence must go hand-in-hand.

Moreover, our Firm's long-standing investment in the communities that we serve, including our community engagement and pro bono service, reinforces our diversity commitment. Our ultimate aim is to ensure that, as a firm with a national footprint, we reflect the values and interests that will enhance our client service in all of the areas where we provide service—whether international, national, regional or local.

We are proud of our efforts and achievements to date. We also recognize that success in achieving and supporting a cadre of professionals who reflect multifaceted diversity and who are the best at what they do requires a continued commitment to the creation and maintenance of a climate of true inclusiveness. As with any strategic priority, there remains much work to do. Our Firm will continue to promote and sustain efforts to provide the excellence in client service that a diverse workforce can meaningfully support.

- *Adopted March 21, 2013.*

Our Firm's long-standing investment in the communities that we serve, including our community engagement and pro bono service, reinforces our diversity commitment.

