

## **Equality, Inclusion and Diversity Policy**

Devine Millimet is committed to fostering a culture of equality, diversity, and inclusion in the work environment. Recognizing that people are our greatest resource, we embrace our employees' differences in age, color, disability, gender, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

We seek to recruit, develop, retain, and promote a diverse group of talented attorneys and staff to deliver the highest quality legal services to our clients by, among other things, encouraging:

- An inclusive workplace culture that values individual differences and dignity;
- Fair and mutually respectful treatment among all employees to provide a workplace which is free from discrimination, harassment, and bullying;
- Communication, cooperation, and participation to permit the representation of different perspectives;
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity;
- Flexible work practices and policies to support employees and their changing needs;
- Equal employment opportunities based on ability, performance, and potential;
- The rights and responsibilities to ensure fairness, equity and respect for all.

We firmly believe that our inclusive environment is essential to both the quality of our client service and the personal satisfaction of our attorneys and staff. The result of our commitment is a team of attorneys and staff who are diverse as individuals but unified by our enthusiasm for serving our clients through the practice of law in our communities.