

Diversity

Our Mission and Commitment

Throughout Schnader's successful history, our mission has remained central and unifying: commitment to excellence in practicing law, responsiveness to clients, adherence to high ethical standards, pursuit of truth and fairness, and service to the communities in which our attorneys and clients work and live. Our Diversity Core Values reflect the firm's mission and its dedication to diversity, inclusion and equality.

Our Diversity Core Values

The principles of Truth, Integrity, Respect and Fairness are demonstrated in all that we do:

- *Culture* - We foster a culture where everyone feels valued, supported, comfortable and included in an environment that creates opportunity to contribute, advance and thrive.
- *Firm Leadership* - We integrate the values of diversity and inclusion into the firm's vision, policies, practices and overall strategic plan.
- *Hiring* - We recruit from a diverse pool of candidates, both for our summer program and for lateral attorney positions.
- *Attorney Development* - We take a proactive and structured approach, providing continuous opportunities and support to attorneys of color, women, LGBTQ, and other underrepresented groups, to ensure they reach their full potential as attorneys.

Diversity Policy

Workforce diversity refers to a workplace in which employee differences in race, gender, age, sexual

orientation, physical abilities and other individual characteristics are celebrated and encouraged. It is Schnader's policy to enhance workplace diversity and inclusion by creating an environment in which employee differences are recognized, understood and valued. Equally important is for our firm to mirror the diverse makeup of our client base. In doing so, we are able to better understand and serve our clients more effectively. The firm also understands that diversity is an important business imperative as it affects, among other things, productivity, morale and loyalty.

Commitment to Fair Treatment

Schnader is committed to the principles of fairness and respect for all people. As part of this commitment, we make significant efforts to promote diversity in the workplace. We believe that promoting diversity plays an important role in attracting the widest pool of qualified applicants, fostering greater innovation and creativity, and enhancing our communication and relationships with our clients and the community. This results in our developing a deeper understanding of the needs of our clients and our ability to approach those needs creatively. We promote diversity by developing policies, procedures and programs that foster a work environment in which differences are respected and the rich backgrounds and abilities of everyone in the firm are fully recognized.

Equal Employment Opportunity

Schnader is committed to providing equal employment and promotion opportunities to all employees and applicants regardless of race, national origin, color, gender, sexual orientation, gender identity, pregnancy, age, religion, disability, status as a Vietnam era veteran, genetic information, or any other characteristic that is protected by federal, state or local law. Equal opportunity extends to all aspects of the employment relationship, including hiring, promotions, training, working conditions, compensation and benefits. Our commitment to equal opportunity and nondiscrimination is exemplified in our recruitment, hiring, professional development and promotion policies and practices.