

Sustainability Policy

porterwright

PORTER WRIGHT MORRIS & ARTHUR LLP

An unbroken record of continuous service as a law firm since 1846 is a testament to sustainability. Porter Wright recognizes that it is necessary and appropriate to continue on a progressive path of improved sustainability. This Sustainability Policy sets forth our commitments in three interrelated areas: economic success of our organization, social responsibility, and environmental responsibility. We will strive to achieve the following vision of performance and track our progress and challenges in fulfilling it:

1. Economic success: the wise use of financial resources

- a. Financial Soundness. The financial health of our Firm is the foundation for the sustainability of our professional excellence and our recruitment and retention of exceptional talent. We provide high value legal services as efficiently as practicable.
- b. Community Economic Prosperity. We help our community survive and prosper economically through the taxes, salaries, and suppliers we pay, and through our civic and philanthropic efforts.

2. Social responsibility: respect for people

- a. Respect for Employees. We strive to treat our employees in a respectful, non-discriminatory way, including competitive compensation and benefits; promotion; training; dialogue with management; working conditions that are safe and healthy; and programs for improved health and well-being.
- b. Diversity. We strive to promote diversity within our Firm and our profession.
- c. Responsible Governance; Professional Courtesy. We manage our risks properly, use our economic power responsibly, and operate our organization in a way that is ethical and legal. We treat those with whom we are involved in the discussion of legal issues and the resolution of legal claims with due respect, including our adversaries.
- d. Client Service. We embrace our legal and ethical duty to serve our clients honestly and effectively and in accordance with ethical standards that govern our profession. We compete fairly for our clients' business, scrupulously protect their privacy and confidential information, and provide them efficient and effective services.
- e. Awareness and Advice. We help raise the awareness of our employees about sustainability issues in the primary fields of our legal practice and, where appropriate, include consideration of such issues in advice we provide our clients.
- f. Well-being of Community. We work collaboratively with stakeholders in our community to enhance the well-being of others through pro bono services and philanthropy (both in terms of financial support and volunteerism).

3. **Environmental responsibility: attentive conservation of natural resources and due regard for the environmental consequences of our actions**
 - a. Resource and Energy Conservation. We conserve our use of natural resources and energy to the extent practicable.
 - b. Waste and Pollution Prevention and Management. We reduce to the extent practicable the quantity and degree of hazard of the wastes we generate from our operations, and handle them in a safe, legal, and responsible way to minimize their environmental effects.
 - c. Reduction of Supply Chain Impacts. We work with others in our supply chain to help reduce and control adverse environmental impacts and risks associated with our operations.
 - d. Continuous Improvement. We monitor and evaluate best practices and innovative approaches for reducing our environmental footprint, and communicate opportunities for improvement.