

FIRM DIVERSITY POLICY

McKool Smith recognizes the importance of diversity for the long-term success of our Firm. We are, and have been, committed to creating an inclusive, open and respectful culture comprised of individuals from diverse backgrounds, where each and every individual is given a platform for success. We recognize that “diversity” encompasses an infinite range of individual characteristics and experiences, including at least race, color, religion, national origin, gender, age, sexual orientation, marital status, mental or physical disability, and genetic information. Many other characteristics may also contribute to the Firm’s diversity. The Firm’s goal is to create a work environment where the unique attributes, perspectives, backgrounds, skills, and abilities of each individual are valued.

McKool Smith is a place where people can grow and succeed. We enable these contributions by maintaining a workplace environment that embraces diversity and fosters creativity and innovation. Accordingly, fairness and equality must be defining characteristics of our workplace environment. By providing a work environment of respect, trust, collaboration and cooperation, McKool Smith can provide superior service to our clients and create a workplace in which we can achieve the highest levels of professional satisfaction.

McKool Smith does not tolerate discrimination or harassment toward any individual in any work-related setting, whether in the office, on work assignments outside the office, at office-sponsored social functions or elsewhere, including harassment by clients or third parties. The Firm also does not tolerate retaliation against anyone who complains about such discrimination or harassment.

The Human Resources Department has overall responsibility for this policy and maintains reporting and monitoring procedures.