

FEBRUARY 2021

Diversity & Inclusion

We value diversity and are committed to providing a workplace that fosters a culture of awareness, appreciation and respect.

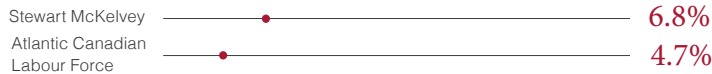
We participate biennially in the “Diversity by the Numbers: The Legal Profession” survey by the Canadian

Centre for Diversity and Inclusion. Here are highlights from recent results, along

with some other facts about us:



LGB2sQ+



 **0.3% INCREASE OVER 2016**

Over 60 Firm lawyers are involved in Diversity & Inclusion related initiatives in the legal profession or local community.

OUR FOCUS ON GENDER EQUALITY



Member of the 30% Club of Canada, with females representing 42% of our Partnership Board

 **100%** C-suite executives are females
Chief Executive Officer; Chief Financial Officer; Chief Professional Resources Officer

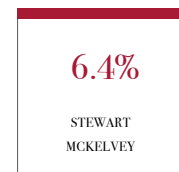


1ST Atlantic Canadian Law Firm with a female CEO



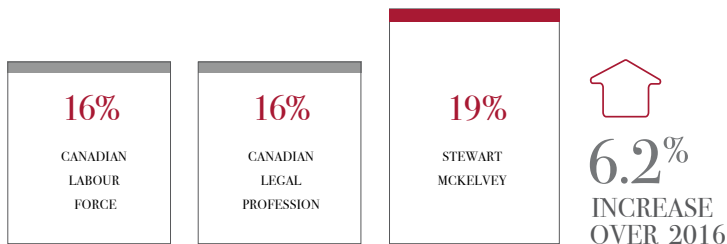
31% female equity partners

BORN OUTSIDE CANADA

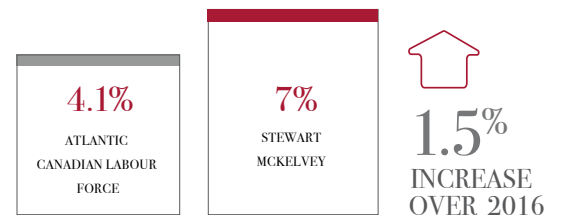


 **0.2% INCREASE OVER 2016**

LIVING WITH A DISABILITY



RACIALIZED PERSONS



CULTURE

89%

of employees say the Firm is committed to and SUPPORTIVE OF DIVERSITY.

87%

of employees say they are treated fairly and with RESPECT. A 3% increase over 2016.

INDIGENOUS PERSONS

2.7%

 **1% INCREASE OVER 2016**

 **0.5% HIGHER THAN SURVEYED LAW FIRMS**