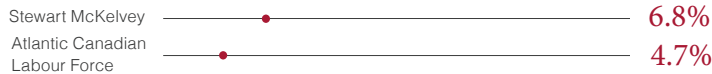


Diversity, Equity & Inclusion



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, Equity & Inclusion related initiatives in the legal profession or local community.

OUR FOCUS ON GENDER EQUALITY



Member of the 30% Club of Canada, with women representing 50% of our Partnership Board

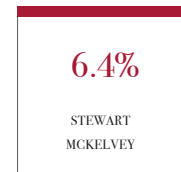
 **100%** C-suite executives are women
Chief Executive Officer; Chief Financial Officer; Chief Professional Resources Officer



1ST Atlantic Canadian Law Firm with a woman CEO

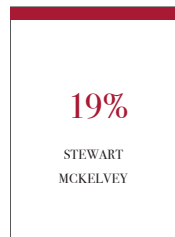
 **32%** women equity partners

BORN OUTSIDE CANADA



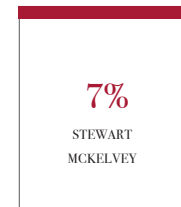
 **0.2% INCREASE OVER 2016**

LIVING WITH A DISABILITY




 **6.2% INCREASE OVER 2016**

RACIALIZED PERSONS



 **1.5% INCREASE OVER 2016**

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**