

PAUL

HASTINGS

Global Diversity & Inclusion

Unlocking the Extraordinary



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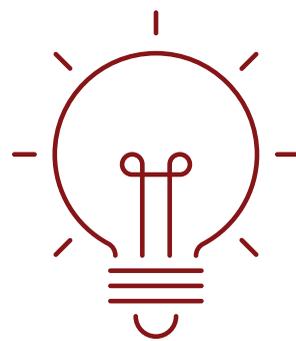
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Innovation powers growth.

Diversity powers innovation.

Inclusion powers people.

The result? More creative thinking, more questioning of preconceived notions, more innovative solutions. It's how we turn the ordinary into the extraordinary—from breaking through our clients' toughest challenges to making the most of unexpected opportunities.





Our culture. Our people.

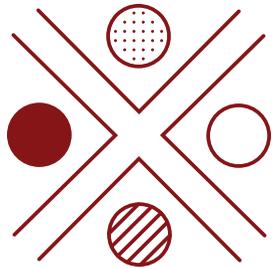
Our clients. Our community.

At Paul Hastings, our commitment to diversity and inclusion begins at the top and is deeply embedded throughout the Firm's culture. Our Global Diversity & Inclusion Council is co-chaired by our Managing Partner, who works alongside key Firm leaders, ensuring we continue to push the needle forward while staying on target with our strategy.

PH D&I Strategy

- **Culture of Inclusion:** Create an environment that fosters engagement, inclusion, and belonging.
- **Talent Management and Development:** Attract, recruit, develop, and promote top diverse talent.
- **Client Engagement and Business Development:** Collaborate with clients and the industry on programming that drives change.
- **Brand, Reputation, and Community:** Create a dialogue around inclusion and diversity with our clients, business partners, and communities.





Culture of Inclusion

As a multi-cultural firm, we are committed to ensuring that diversity and equality are a non-negotiable cornerstone of our workplace and in the communities in which we live. Through our diversity and inclusion initiatives, we work to create a culture of inclusion and allyship by offering professional development and business development programs, opportunities to network internally and externally, awareness-building programming and a variety of ways to become involved for attorneys and business professionals around the globe.

Paul Hastings Affinity Networks (PHANs)

Paul Hastings Affinity Networks are open to all attorneys and business professionals, and promote inclusion, offer mentoring, drive recruiting efforts, and provide professional and client development opportunities. Our PHANs often team up with client affinity groups on diversity and inclusion programs and have been responsible for many of the Firm’s most engaging events and progressive policies.

Our PHANs include:

- **Asia**
- **Black**
- **Latinx**
- **PH Pride**
- **Women**
- **London D&I Network:**
 - **Racial and Ethnicity Network**
 - **Disability and Outreach**
 - **Social Mobility**

Women’s Initiative

Our Women’s Initiative has the mission of “ensuring a platform for success for women inside and outside the Firm.” To execute on this mission, the Initiative has four goals:

1. To connect women associates to partners.
2. Develop strong women business professionals.
3. Connect PH women to clients.
4. Help change the corporate landscape for women.

The work done via the Women’s Initiative aims to complement the local programming offered by our Women’s PHANs, but has a broader view geared towards elevating women leaders at the Firm, in the legal community, with our clients, and in the world at large.

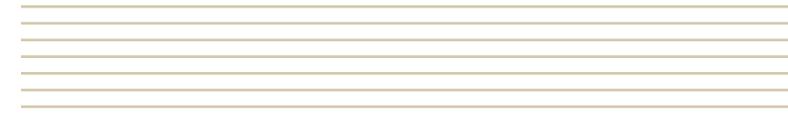
Through our Women’s Initiative, we identify opportunities to highlight our women as leaders within the Firm and the legal profession, work to improve and expand upon our benefits and policies, create partnerships that facilitate meaningful business development opportunities, and help facilitate mentor/mentee relationships.



PH Balanced

PH Balanced seeks to redefine BigLaw culture by providing resources and support for better work-life balance. By hosting discussions, creating programming, enhancing our policies, and identifying resources that address family and parental topics, mindfulness, mental health, stress management, and wellness, we aim to create a motivating and inclusive culture for our attorneys and business professionals.

PH Balanced programming is guided by industry trends, internal surveys, grassroots requests, and research-based findings to ensure that we are addressing the various facets of well-being, helping to ensure the Firm and our culture are inclusive. Programming includes global and local options, with chapters in every U.S. office and London offering supplementary programming based on local need. Through PH Balanced, the Firm is a signatory to the American Bar Association’s Well-Being Pledge, which commits to focusing on well-being.

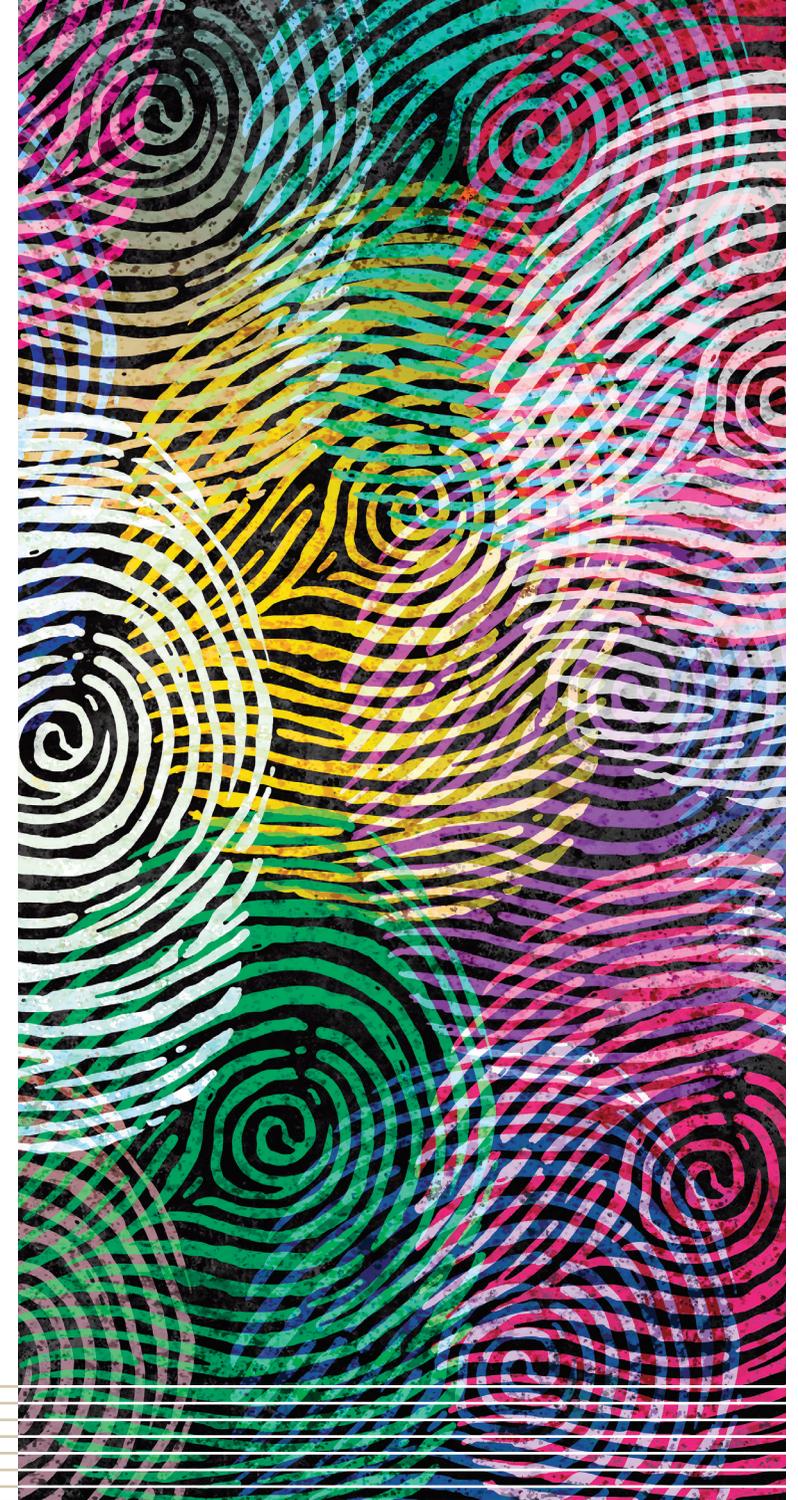


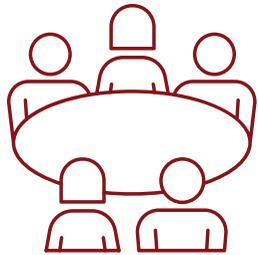
Culture of Inclusion

Innovative Programs

Through our Women's Initiative, PHANs and PH Balanced programs, we have hosted a variety of speakers and thought leadership sessions aimed at advancing diversity and inclusion. A sampling of recent events have included:

- The Intersectionality of the LGBTQ+ Civil Rights Movement
- A Conversation About Being Asian in America with Laura Huang, Nilay Vora and Jerry Won
- Partner and Business Professionals Perspectives: Building Resilience in a Pandemic
- Women's History Month Choosing to Challenge panel series featuring women leaders
- A Fireside Chat with Dr. Makaziwe Mandela, daughter of the late Nelson Mandela
- Latinx Identity in the Workplace: Afro-Latinx and Multidimensionality with Dr. Robert Rodriguez
- Mental Health and Coping Strategies During a Race-related Crisis with Dr. Rheeda Walker
- From HIV/AIDS to COVID-19: Lessons Forged in a Pandemic
- A Discussion About Race in the UK with global managing partner Ronan O'Sullivan and award-winning author Dr. Nicola Rollock
- A Conversation About Being Black in America with Michelle Silverthorn
- Substance Use and Mental Health Disorders in the Legal Profession
- Mental Health in the Legal Industry with expert Patrick Krill
- Hope, Hardship, and Refuge: Hispanic Immigration in Modern America with Pulitzer Prize winner Sonia Nazario
- A multi-year Inclusive Leadership Series with Dr. Arin Reeves
- Black History Month with Dr. Bernice King, daughter of the late Dr. Martin Luther King





Talent Management and Development

As a Mansfield Certified Plus Firm, we work hard to ensure there is diversity in our leadership and in our hiring. Our Global Diversity & Inclusion team works closely with our recruiting team to ensure we hire a diverse slate of summer associates and lateral attorneys. And we provide support mechanisms and developmental opportunities to ensure they become active contributors to our Firm's success.

Recruit

To attract diverse talent to our Firm, since 2013 we have provided tuition scholarships to select 1L and 2L law students who demonstrate a commitment to promoting diversity and contributing to the Firm's diversity goals, and who receive an offer to join Paul Hastings in one of our U.S. offices. In 2021, we expanded the scholarship amount, as well as expanded the number of scholarships from three to 10 annually.

Since 2011, we have participated in the Ron Brown Scholar Program, which provides two pre-law students with paid summer internship positions annually, enabling them to work with our summer associates and have exposure to life in BigLaw.

In London, in 2021, we participated in the Aspiring Solicitors program, which provides members the opportunity to attend bespoke events and receive expert coaching with the aim of increasing diversity within the legal profession.

We also support a multitude of diverse law student organizations, host school-sponsored recruiting and diversity programs, and our Paul Hastings Affinity Networks (PHANs) host networking events and student receptions throughout the year. These programs not only benefit students, but also provide enhanced leadership skills for our attorneys.

For lateral attorney candidates, we offer "Culture Interviews" at the callback phase of the interview cycle. A "Culture Interview" enables the candidate to meet with up to two members of our PHANs or PH Balanced committees to ask about firm culture, diversity efforts, or to simply expand the breadth of people with whom they meet at the Firm. Since it launched in 2020, the program has been a great way for candidates to get a better sense of Paul Hastings and to start to build their network before they even start.



Talent Management and Development

In 2020:

53%

of our summer class
were women

Nearly **1/2**

of our incoming first year
class was ethnically diverse

39%

of our summer class
was ethnically diverse

1/3

of lateral associate hires
were diverse

Mansfield 3.0 Certified Plus

for successfully reaching at least 30 percent of diverse lawyer representation in our 2020 leadership roles:

83%

of our 2020 up-from-
the-ranks partner class
was diverse

56%

of partners on our
Policy Committee
are diverse

100%

of partners on our
Partner Evaluation
Committee are diverse

67%

of partners on our
Compensation Committee
are diverse

40%

of our Department Chairs
are diverse



Talent Management and Development

Develop

To increase diversity in our partner, counsel and associate ranks, we offer robust training depending on career stage. Paul Hastings provides a mix of targeted professional and business development programming aiming to increase advancement, and wider programming for our broader base of attorneys and business professionals.

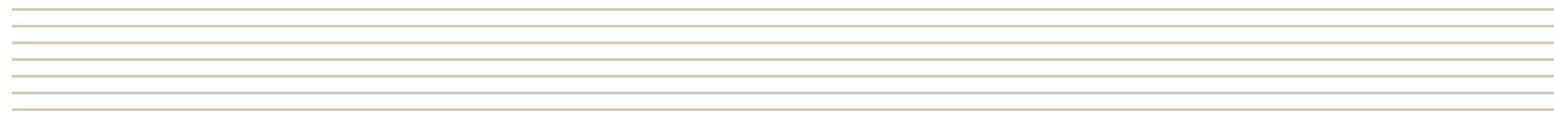
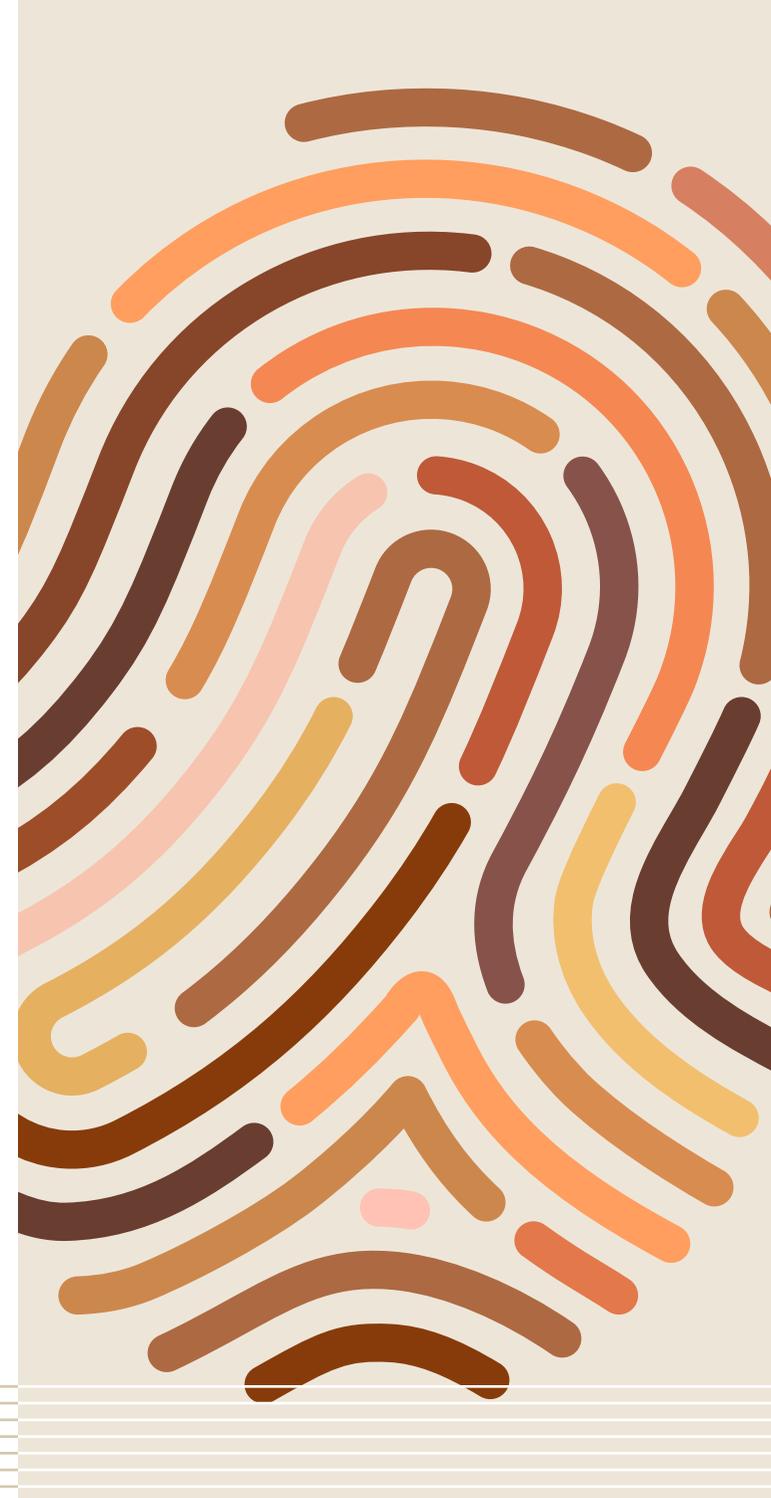
Support

Budget Credit Program

Through the Paul Hastings Diversity and Inclusion Budget Credit Program, associates can receive up to 50 qualifying hours towards their bonuses for contributions on specific, pre-approved Global Diversity & Inclusion Council initiatives that advance diversity, inclusion and leadership development. Examples of qualifying activities include:

- Attorney pipeline building
- Recruiting and interview support
- Summer associate program activities
- Participating in a diversity-sponsored mentoring program
- Leading or presenting at a Firm Diversity, Talent Management, CLE or training program
- Collaborating with client(s) on diversity and inclusion initiatives
- Representing the Firm at client-facing diversity and inclusion events

This Program was launched in 2021 with the goal of creating enhanced opportunities for our attorneys to engage in new ways with our clients, recruits and the market.





Talent Management and Development

Inclusive Policies

Paul Hastings boasts one of the most progressive parental leave policies in the market, which reflects full parity for all parents including legal and business professionals at the Firm. Through this program all new parents are able to take up to 14 weeks of paid **Parental Bonding Leave**. This is in addition to the U.K.'s statutory leave, and in the U.S., birthing parents are eligible for up to eight weeks of Childbirth Recovery Leave, to be fully paid for up to 22 weeks of parental leave. With this enhancement, any parent who works at the Firm may benefit, regardless of how long they have been with us, and there is no bonus impact to attorney timekeepers.

Mental Health Resources and the ABA Well-Being Pledge

Paul Hastings is a proud signatory of the American Bar Association's Well-Being Pledge. In addition to the work being done through our PH Balanced Initiative, in 2019, the Firm expanded our Employee Assistance Program (EAP) to include enhanced resources such as a mental health app, online resources, articles, and up to five face-to-face counseling sessions with a Licensed Professional Counselor.

For returning mothers, there are wellness rooms in most of our offices, and the Firm has partnered with Milk Stork to support our working moms travelling on Firm business.

In 2016, the Firm published its first-ever Transgender Transition Guidelines, which overview steps that should be taken for the transitioning employee, HR, the employee's management, and peers, and discusses common transgender terminology and other pertinent information for all parties involved.

Members of our PH Balanced Committee, Talent Management, and Diversity teams also participated in a 6-hour training on Mental Health First Aid (MHFA). Participants learned how to identify signs of depression and mood disorders, anxiety, trauma, and substance use, and how to respond effectively.





Client Engagement and Business Development

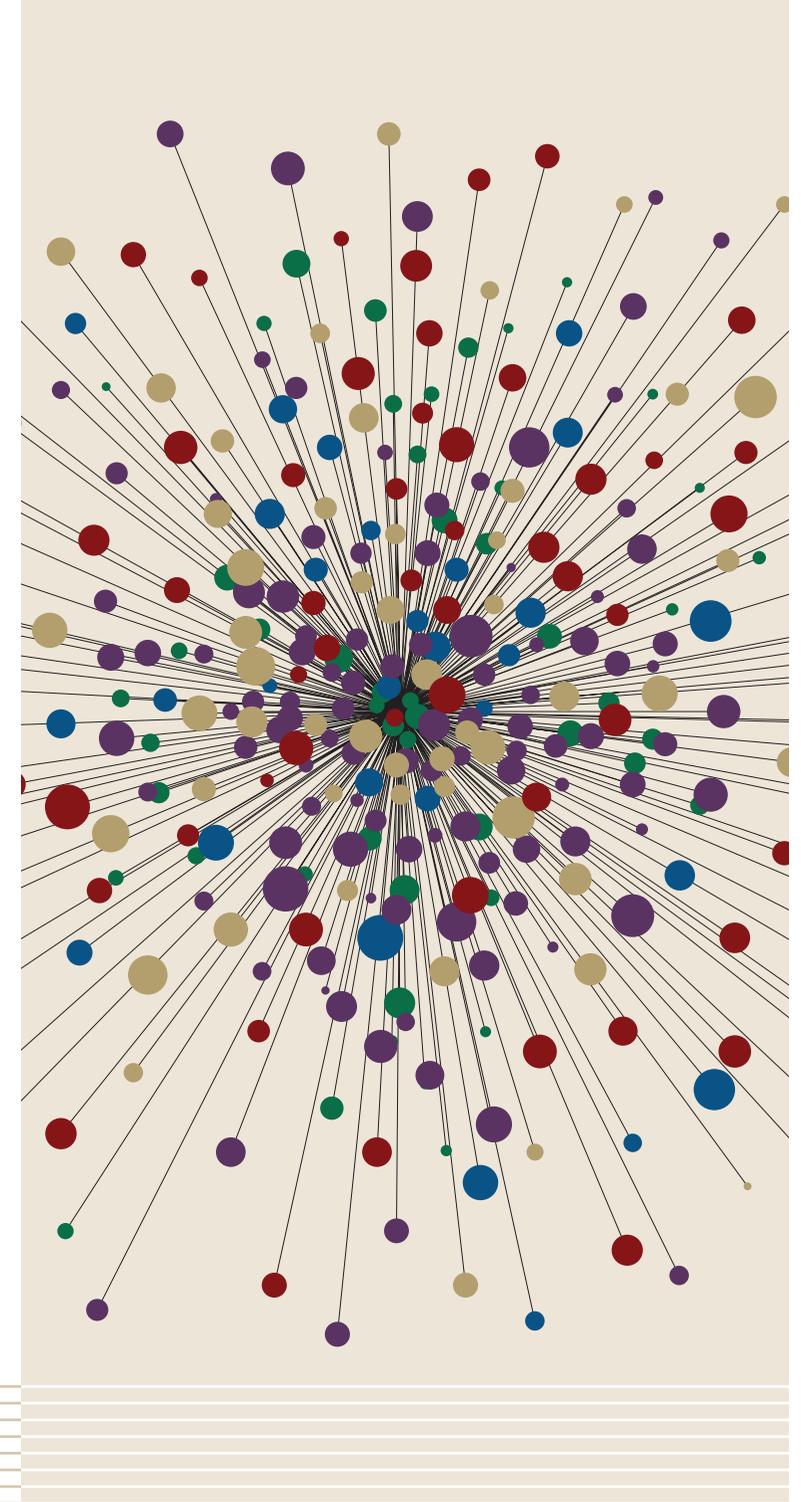
Over the years, we have worked with our clients and the industry to create a dialogue around diversity. We hope that, by working together, we can bring to light strategies that are making a difference and helping to drive change.

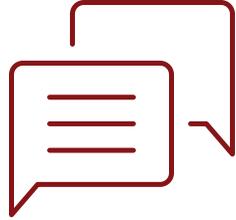
Pantheon Case Study: Investment firm Pantheon is a leader in the funds sector on ESG (Environmental Social Governance) and D&I (diversity and inclusion) and offers a wealth of insights and lessons on building a strong corporate culture. Our **latest case study** shares research and interviews with senior Pantheon executives about ESG and D&I, and includes practical ideas that other organizations within the funds industry and beyond can adapt and use in creating purposeful and more inclusive cultures.

Minority Corporate Counsel Association (MCCA): We partnered with MCCA on a **research project** to examine how organizations are effecting culture change through inclusion and diversity practices. As part of this initiative, we invited clients to share their organization's approach to inclusion and how that approach impacts their respective businesses.

GC Diversity and Inclusion Report: To gain insights from general counsels at various organizations, we worked with the Legal 500 & GC Magazine to produce **GC Diversity and Inclusion Report USA** – an in-depth examination of the perspectives and innovative actions of the in-house legal. This report features interviews from 20+ general counsels and senior executives, as well as some of our own people, sharing how their focus on inclusion has created stronger corporate cultures and yielded better end-results.

Breaking the Glass Ceiling: Decades of research suggest that increasing the number of women in positions of power has the potential to transform the way women are treated at all levels of society. We have taken an active and actionable stance on promoting more women to corporate boards, including via our annual report, **Breaking the Glass Ceiling: Women in the Boardroom**. The report takes a closer look at the initiatives and movement underway in countries around the world to help close the gender gap on corporate boards.





Brand, Reputation, and Community

We work with various diversity bar and law student associations, and research and advocacy groups, to offer leadership opportunities and programming to our people. We also rely on these relationships to gauge our programs and stay current.

A Sampling of Our Partnerships

- Asian American Bar Association of New York (AABANY)
- California Minority Counsel Program (CMCP)
- Charting Your Own Course (CYOC) Conference
- Chiefs in Intellectual Property (ChIPs)
- Corporate Counsel Women of Color
- Hispanic National Bar Association
- Human Rights Campaign (HRC)
- Leadership Council on Legal Diversity (LCLD)
- National Asian Pacific American Bar Association (NAPABA)
- National Association of Women Lawyers (NAWL)
- Out & Equal
- The Thirty Percent Coalition
- UCLA School of Law / Women LEAD Conference
- Williams Institute at UCLA Law
- Women in Commercial Finance
- Women in Corporate Governance
- Women in Fund Finance Association
- Women in Law Empowerment Forum (WILEF)



Brand, Reputation, and Community

The events of 2020 were a watershed for our culture. This caused us to double down our efforts to support our people and embrace broader social impact and inclusion.

COVID Support for our people and their families

With COVID-19 creating a new world for all of us, the Firm created a myriad of resources:

- COVID-19 Fund: distributing financial grants to Paul Hastings people and their family members who are experiencing financial hardships from both the direct and indirect impacts of COVID-19.
- Bi-weekly newsletter providing helpful resources on mental, physical, social, and financial wellness during the pandemic.
- Enhanced Employee Assistance Program (EAP) with mental health assistance and access to a digital guided therapy program that provides support in the areas of stress, anxiety, or depression.
- Enhanced parenting and family care resources.

Racial Justice

In the wake of the social unrest that plagued the world from June 2020, working with our Pro Bono Committee, our Global Diversity & Inclusion Council launched a holistic campaign to support racial justice and allyship including:

- Commitment of \$7m in Pro Bono hours to end racial injustice with specific organizations, including the Brennan Center for Justice and The Innocence Project.
- Establishment of the PH Racial Equality Fund to provide financial support to three specific charitable organizations focused on ending racial injustice in America.
- The Equitable Education Fund, which allows the Global Diversity & Inclusion Council to allocate funds each year among our offices to support local schools in traditionally underserved communities of color.
- Created an annual Volunteer Time Off day, which gives everyone the opportunity to fight against inequality in their own personal way by granting attorneys and staff eight hours of paid volunteer time to support local and national organizations fighting for change.
- Launching a new Growth with Purpose newsletter that shares resources, tools, and guidance on racial discussions and issues.



Noteworthy Accomplishments

#5

2021 Vault/Minority
Corporate Counsel
Association
Best Law Firms
for Diversity

#3

2021 Vault/Minority
Corporate Counsel
Association
Racial Ethnic Minority
Diversity

3.0 Plus

Mansfield
3.0 Plus
Certified

Top Firm

*The American
Lawyer* Top Firm
for Diversity

#2

Law 360 2019
Diversity Snapshot
Best Law Firm
for Minority
Attorneys

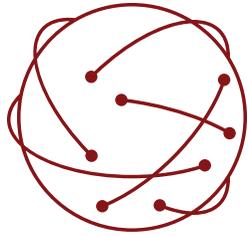
**Gold
Standard**

Women in Law
Empowerment Forum
(WILEF) 2020 Gold
Standard Certification
(US and UK)

100%

Human Rights
Campaign (HRC)
Corporate Equality
Index (CEI) for LGBT
Workplace





Global Resources

Founded in 1951, Paul Hastings has grown strategically to anticipate and respond to our clients' needs in markets across the globe. We have a strong presence throughout Asia, Europe, Latin America, and the U.S.

21 Offices

Across the Americas, Asia and Europe

1 Legal Team

To integrate with the strategic goals of your business

For more information on our efforts, we welcome you to review our website, www.paulhastings.com.

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