

EQUALITY & DIVERSITY POLICY

1.0 PURPOSE

Quinn Emanuel Urquhart & Sullivan, LLP is committed to fostering, cultivating and preserving a culture of diversity and inclusion. We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identify or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our firm unique.

QE's diversity initiatives are applicable – but not limited – to our practices and policies for recruitment and selection, compensation and benefits, professional development, training, promotions, transfers, layoffs, terminations, and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for their diversity.
- A workforce that is provided opportunities to develop the skills required for career development and advancement.

2.0 OUR RESPONSIBILITIES

- All employees of the firm have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions, on or off work site, and at all other firm-sponsored events.
- The firm is committed to ensuring that applicants of all backgrounds are encouraged to apply for, and have a fair opportunity to be considered, for available positions.
- Selection for employment, promotion, training or any other benefit will be on the basis of aptitude, and ability, and not on race, gender, sexual orientation, religion, disability or any other protected characteristic.
- Any employee found to have exhibited any inappropriate conduct or behavior against others in violation of this or other firm policies, may be subject to disciplinary action.
- Employees who believe they have been subjected to any kind of discrimination that conflicts with the firm's diversity and harassment policies should seek assistance from a supervisor or HR representative.

3.0 COMMITMENT

- The Equality and Diversity Policy requires commitment from all QE employees. We have designated two co-diversity coordinators (Deb Klaeger and Randa Osman), who will be responsible for implementing this policy.
- Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- The commitment to diversity and equality in the workplace is good management practice and makes sound business sense.
- Breaches of our diversity policy will be regarded as misconduct and could lead to disciplinary action.
- This policy is fully supported by senior management.