

Corporate Citizenship Policy

As a firm, Saxena White is committed to developing policies that integrate responsible practices into our daily business operations. Our mission is to implement policies to promote diversity and professional development within our employee ranks; encourage our employees to volunteer their time to civic, community and professional organizations; donate legal services to those unable to afford a lawyer; and engage in business practices that save energy and promote sustainability.

To further our commitment, Saxena White launched a Diversity and Social Responsibility Committee to cultivate policies, practices, and activities that advance the firm's social responsibility mission. At the foundation of our social responsibility policies and programs are the core beliefs that:

1. Diversity enhances our creativity and performance.
2. We are honored to give back to our communities through volunteerism and donations.
3. The planet's resources should be used with care.

(a) From mentoring talented students from low-income neighborhoods to donating time and money to charitable organizations, we team with clients and key community leaders to address pressing social issues.

(b) As part of our community outreach initiatives, we encourage firm employees to make a difference, and to collaborate with charitable organizations and clients who share the same commitment to social improvement.

The firm has a policy of regularly coordinating and funding employee participation in charity events throughout the year.

Saxena White also has a policy that if an employee raises money for a charity, the firm will match, dollar for dollar up to \$1,000, all individual donations made by firm employees.

(c) Helping the communities where our clients live and work is an integral part of our strategy, and we specifically target local organizations in those areas. Additionally, we also participate and sponsor national organizations that benefit and fund causes in all cities and states.

2. Saxena White's diversity initiatives are applicable to our practices and policies on recruitment and selection; professional development and training; and a work environment built on the premise of equality and inclusion. The firm's Diversity and Social Responsibility Committee coordinates firm-wide mandatory diversity and bias elimination courses, as well as initiates policies and programs for advancement and training.

(a) Saxena White provides law students from diverse backgrounds the opportunity to start their legal careers with our Summer Diversity Internship program. We partner with several organizations to search for the most qualified individuals and strive to enhance their legal education. The selected intern has the opportunity to see the day to day operations of the firm while receiving guidance and training from attorneys in order to gain valuable experience and support in the field. As a female-minority owned law firm, we understand the importance of having a program that promotes diverse candidates in our profession. So far, participation in our internship program has been 100% minority students.

(b) In addition to the internship offered by the firm, we also support organizations that provide scholarships to worthy recipients. These include:

- South Florida Fair Annual Scholarship Golf Tournament, Sponsor
- IBEW Local 363 Scholarship Fund, Donation
- Timothy J. Heim Memorial Scholarship, Donation
- Stationary Engineers Local 39 Scholarship Fund, Donation

3. It is our policy to ensure that minority and/or women-owned business enterprises, (M/WBEs) are given the opportunity to demonstrate their ability to provide the firm with goods and services at competitive prices. As part of this policy, it is strongly encouraged that preference be given to minority and/or women-owned businesses.

4. At Saxena White, we leverage our talent, geographic reach and resources to make a positive and lasting impact on many of today's social and economic challenges. One of the current policy developments areas stems from our deep sense of responsibility to environmental stewardship, and this belief has been incorporated into our corporate responsibility policy.