

DIVERSITY, EQUITY, AND INCLUSION

Hoge Fenton has a demonstrated history of devotion to the principles of **diversity**, **equity**, and **inclusion**.

- Hoge Fenton embraces diversity by recruiting, hiring, employing, and promoting leadership opportunities to individuals representing the full range of human differences including religion, race, age, ethnicity, language, family or marital status, sex, sexual orientation, education, socio-economic class, physical abilities or attributes, national origin, military and veteran status, political beliefs, gender, gender identity, gender expression, and other characteristics that make our employees unique.
- Hoge Fenton fosters a culture of equity through a commitment to values, policies, and practices that ensure each individual has an equal opportunity to succeed free from prejudice or discrimination, including, but not limited to, the firm's value statement, diversity statement, Harassment, Discrimination, and Retaliation Prevention policy, Anti-Bullying policy, School Activities Leave policy, and family leave policies.
- Hoge Fenton is further committed to inclusion, which is manifested by conscious organizational effort and practices that ensure that each individual feels involved, valued, and welcome.

Inclusivity and equity allow diverse perspectives to drive creativity and innovation, attract and retain the best talent, better represent our clients, and increase productivity. These principles serve our community by helping Hoge Fenton to better reflect the communities that we serve and combat systemic prejudice and unconscious bias.

Hoge Fenton is committed to maintaining a firm culture that not only allows but encourages differing viewpoints by establishing a Diversity and Inclusion Committee as an open forum for all employees' input. To meet this standard, all Hoge Fenton employees *must* grant each other the respect necessary to encourage an open and inclusive environment.

An essential part of fostering diversity, equity, and inclusion is to promote a greater understanding of these principles in the communities we serve. Our firm has a long and proud tradition of providing leadership, financial support, and pro bono services to charitable and

community organizations throughout Northern California, and Hoge Fenton continuously seeks ways to maximize our impact.