



## DIVERSITY AND INCLUSION AT PIONEER LEGAL

At Pioneer Legal, diversity and inclusiveness are an integral part of our organizational culture. We are committed to creating an organization where individuals can succeed basis their merit. With diversity comes strength. We aim to hire and nurture a diverse group of talented people who help us find innovative ways to grow and service our clients' needs using ideas which reflect the best of their different points of view. Our founding partners have set the vision for making Pioneer Legal diverse and inclusive in the truest sense.

There is no meaning of 'diversity' without 'inclusion'. To create a world where people can belong anywhere, Pioneer Legal has undertaken necessary steps to build an environment where everyone feels welcome and all voices are heard.



*Pioneer Legal celebrates the pride month*

Workplace diversity refers to the variety of differences amongst people in an organization. Pioneer Legal is a collective representation of people coming with individual differences in thoughts, personality, unique capabilities and talent that they bring to the table at work. Recognition of our individual differences helps everyone feel important, respected, included and engaged as we assimilate people from different ethnicity, gender, geography, sexual orientation, age, physical abilities, family status, religious beliefs, perspectives, experiences and political ideologies. Besides, our workforce

reflects the diverse client base we serve, both domestic and global. Regardless of who we work with, we take care to respect the diversity, talents and abilities of all. We benefit greatly from the skills, experience and commitment of the diverse range of people who work with us. Diversity is a business imperative, as much as it is about fairness and societal equity across diverse groups, globally. Organizations with a healthy diversity mix are more likely to succeed above their industry median. Additionally, research shows that the most engaged employees are those working in an open, fair and diverse environment.

We at Pioneer Legal understand that inclusion is a bigger challenge and takes time. To excel, the diverse workforce 'must feel valued, respected, accepted and encouraged'. Listening to and understanding diverse employee voices helps us build a better future for both us and them. Pioneer Legal celebrates the individual experiences that makes our workplace great, given that such experiences create more awareness and advocacy around the issues our associates value and help guide our firm's diversity and inclusivity initiatives.





Some of the initiatives taken by Pioneer Legal in this regard are as follows:

1. **Happiness Policy:** At Pioneer Legal, our people are our most important resource. The intention of establishing this policy is to make sure that our associates are happy at work and are therefore able to enjoy their time at office, take pride in their work and feel valued. We like to ensure that our people are treated well, which in turn will make sure that our clients are treated even better. Our happiness policy can be viewed at <https://www.pioneerlegal.com/happiness-policy/>

2. **Gender Balance:** At present, our workforce comprises of 30% female members. The firm at all times tries to ensure an equal representation of all genders. The firm always tries to ensure appropriate support and infrastructure being available to all members irrespective of the gender or sexual orientation. Creche facility within the office premises, maternity and paternity leaves, promoting equal hiring and equal pay policies across genders are all initiatives being taken by the firm to affirm our objective in making the workplace more inclusive. We also emphasize our commitment to the LGBTQ community by ensuring that any LGBTQ member is not discriminated against at the hiring stage or at the workplace on grounds of their sexual orientation.



*#EachforEqual initiative of Pioneer Legal*

3. **Diversity in Hiring:** We have people from different religious, cultural and economic backgrounds working at the firm. In our efforts to establish a true meritocracy, the firm provides opportunities to everyone to grow and succeed irrespective of their backgrounds. All the partners of the firms are separate individuals bringing specific strengths to the table. This is a departure from the usual law firm scenario in India where the power is generally concentrated with the founder family members and nepotism is rife.

4. **'Pioneers of Change' initiative:** We believe in the power of diverse perspectives and ideas at work, and as a firm, we spend our time regularly with charitable activities which benefits others. It could be a small act of kindness such as a food drive, clothes collection, talks at educational institutions, visits to orphanages or old age homes.

5. **Celebrating togetherness:** We are proud to be supportive of our associates and their religious beliefs. Despite being from diverse backgrounds, we at Pioneer Legal believe that





celebrating together which helps us in the better understanding of our diverse cultures. The entire firm celebrates festivals like Diwali, Eid and Christmas with equal gusto.

6. **Sharing our Stories:** We, at Pioneer Legal, believe in providing a platform and exposure to all our people. Their achievements in various areas are lauded on our social media platforms from time to time.

From an idea to a full-service law firm, Pioneer Legal is constantly growing, and so is our responsibility to ensure that our associates can work without encountering prejudice or discrimination. We are always working to do better and are thankful for the opportunity to listen to and learn from our people.

Our periodic review/ feedback sessions, catch up sessions and mentorship programs, coupled with the



‘Speak Up’ policy, paves a way towards encouraging diversity. We conduct our townhall meetings once a month in order to address current issues, brainstorm solutions and reach a unanimous consensus to address issues.

Working toward a more diverse and inclusive workplace is an active and ongoing process. As our associates help us identify new ways to grow, we are constantly on the lookout to take up more initiatives that would help us become more diverse.