

DANIEL

2023

DIVERSITY & INCLUSION

AT DANIEL



DIVERSITY AT DANIEL

Diversity was identified with one of the three most relevant values present in an exercise on culture performed with all employees this year. Diversity is also cited as one of the firm's biggest differentials by almost all candidates who participate in our selection processes.

DANIEL IS LED BY A WOMAN



In 2018, Alicia Daniel-Shores, CEO and Senior Partner, received the certification issued by WEConnect International, which recognizes women owned companies. A criterion for this certification, in addition to having female management, is that at least

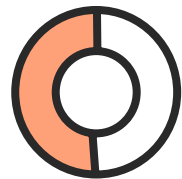
51% of the company's shares belong to women

We have gender balance in our overall staff, as well as in leadership positions and in corporate staff

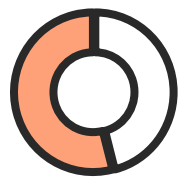
56% of our employees



49% of our partners



43% of our leaders



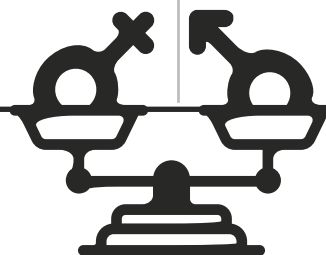
ARE WOMEN

WE HAVE

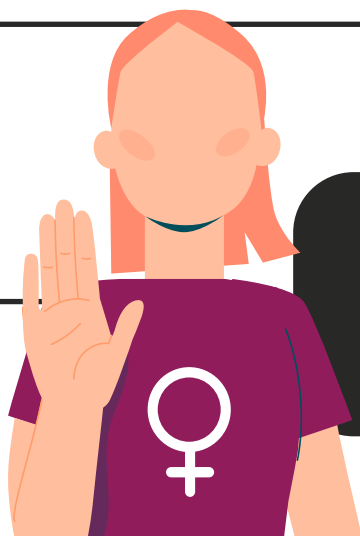
100%

wage parity,

at all hierarchical levels of the office, both in relation to gender and race.

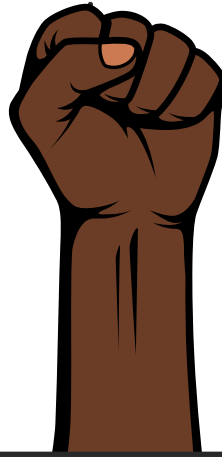


Internal and external campaigns are often carried out, with key stakeholders, on gender related topics including recurrent communications addressing domestic violence.



A 6%

increase in representation in just one year, achieved through the implementation of an official objective tied to the corporate bonus.



Furthermore, the goal of having

30%

OF SELF-IDENTIFIED BLACK EMPLOYEES WAS SUCCESSFULLY MET.



Daniel's mission is to amplify the entrepreneurship, representativeness, visibility, and voices of black women. The following are some of our initiatives:

1

On International Afro-Latin American, Afro-Caribbean And Diaspora Women's Day in 2021, Fernanda Felisberto (owner of the bookstore **Kitabu**) was invited to do the curatorship and provide children's books, written by black women, which were sent to all daughters, sons, stepchildren and stepdaughters of employees and partners of the firm. In total 78 children were benefitted;

2

The action was repeated on children's day, also with the curatorship of Fernanda Felisberto. The new action included several intersections with Diversity, with more than 16 titles again benefitting 78 children;

3

The firm sponsored the trip of four young black women to United Nations Climate Change Conference (COP 26) in Glasgow in 2021;

4

Daniel sponsored the publication of a book containing a collection of articles written by 8 black women of different generations and backgrounds. **To read Olhares Negros click here.** The articles are published weekly in the publication **Congresso em Foco**.

5

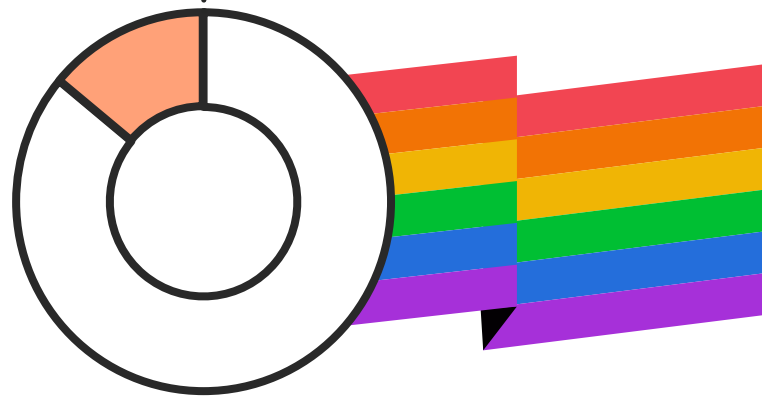
Support for culture is key. The firm is sponsoring the documentary "*Nosso Sagrado*", which addresses the resignification of a collection of objects related to African stemming religions. The collection, which spent more than one hundred years seized and treated as an object of black magic, was in the possession of the Civil Police of Rio de Janeiro and will now be part of the collection of the Museum of the Republic.

Daniel has a Code of Conduct that sets out a zero-tolerance policy for discrimination as well as for sexual, moral, or other harassment. Employees are offered a reporting channel (conducted by an external provider) to ensure impartiality and anonymity in the complaints presented.



14%

of employees declare themselves as LGBTQIAP+.



Daniel, a signatory of the Forum on Business and LGBTI+ Rights, signed the **“10 Company Commitments to promoting LGBTI+ Rights”** that express an understanding of the role of companies, offer a work agenda for all and qualify demand in the relationship with the State and Civil Society.



FÓRUM DE EMPRESAS E DIREITOS LGBT+

We often carry out internal and external campaigns with key stakeholders on LGBTI+ related topics, including calls for awareness on the high rates of violence and discrimination this community faces and how to be a better ally inside and outside the work environment.



SELECTION PROCESS

Daniel's recruitment and selection process requires candidates from diverse groups for all vacancies offered. **This policy has increased the hiring of diverse professionals in the last two years by 40%.**

The implementation of affirmative actions in the selection processes is foreseen in our police aiming to maintain the gender balance and increase the representativeness of black professionals in our office.

Daniel considers diversity, and equity and inclusion as determining factors in the supply chain and, in addition to prioritizing the hiring of companies belonging to people from minority groups, also offers help to suppliers in the development of solutions and products that enhance actions for diversity, equity and inclusion.

1

Daniel uses a platform that allows monitoring various indicators of demographics and HR practices in real time and quickly recognized the importance of including a diversity indicator. To this end, we carried out a project in partnership with the developer of the software that allowed it to include this functionality, being also incorporated in the provision of services to its other customers.

2

We conducted training with our press office so that D&I-related issues are treated as a priority in their interactions with the media (in the work done with Daniel, or with other clients who engage in D&I actions).

3

At Daniel, parental equity among employees is encouraged. An example of this was an internal event on parental equity and masculinity bringing a dynamic facilitated by **MEMOH** on Father's Day.



A 3 YEAR PLANNING CYCLE

is carried out with objectives of diversity, equity, and inclusion. The plan addresses, among other issues: governance, education and training, communication, gender, race, LGBTQIAP+, people with disabilities, suppliers, customers, associations, and other stakeholders.

An social investment plan was initiated through a project with **IDIS** in 2021 in addition to the partnership with **Symbiosis Social**, which assists in the application of public investments from tax benefits.



In 2021, Daniel was recognized by Guia Exame as **one of the most diverse law firms in Brazil**

Daniel was recognized in the **Gold category of the WEP Awards 2021**, which focuses on promoting gender equity



Over the past years Chambers Diversity and Inclusion recognized our firm's initiatives:

In 2019,

it was recognized in the category *"Most Innovative Program for Employee Health and Well-being"*



In 2020,

it was recognized in the category *"Outstanding Firm for Diversity and Inclusion"*

Already in 2022, we were listed as one of the most diverse offices in Brazil in the ASG research promoted by the Partnership Ethos / Época Magazine



ISABELLA CARDOZO

institutionally represents the firm in D&I initiatives with the largest Intellectual Property Associations. She is a member of the ABPI Diversity Committee and participated in the INTA Presidential Task Force group for the biennium 2020/2021, which culminated in a series of recommendations for the association. Isabella is also part of the INTA's Women Leadership Project, dedicated to developing female leadership.

AWARDS:

Chambers D&I 2022: winner in the category 'Outstanding Contribution'.

IP Stars: Top 250 Women in IP 2020, 2021 e 2022.

WIPR's Diversity 2022: Recognized as 'Diversity Champion'.

WIPR's Diversity 2021: Recognized as an 'Influential Woman in IP'.

In 2019, indicated in the category '**Outstanding Ally**'.

In 2020, indicated in the category '**Outstanding Contribution to Diversity & Inclusion** (Of Counsel/Partner) (Brazil)'.



DANIEL
PLURAL

www.daniel-ip.com