

Statement On Diversity and Inclusiveness

Our commitment to inclusiveness:

Magna Legal Services is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity 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 employees unique.

Magna Legal Services diversity initiatives provide for the ongoing development of a work environment built on the premise of gender and diversity equality that encourages and enforces:



Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.



Teamwork and employee participation, permitting the representation of all groups and employee perspectives.



Work/life balance through flexible work schedules to accommodate employees' varying needs.



Respectful communication and cooperation between all employees.

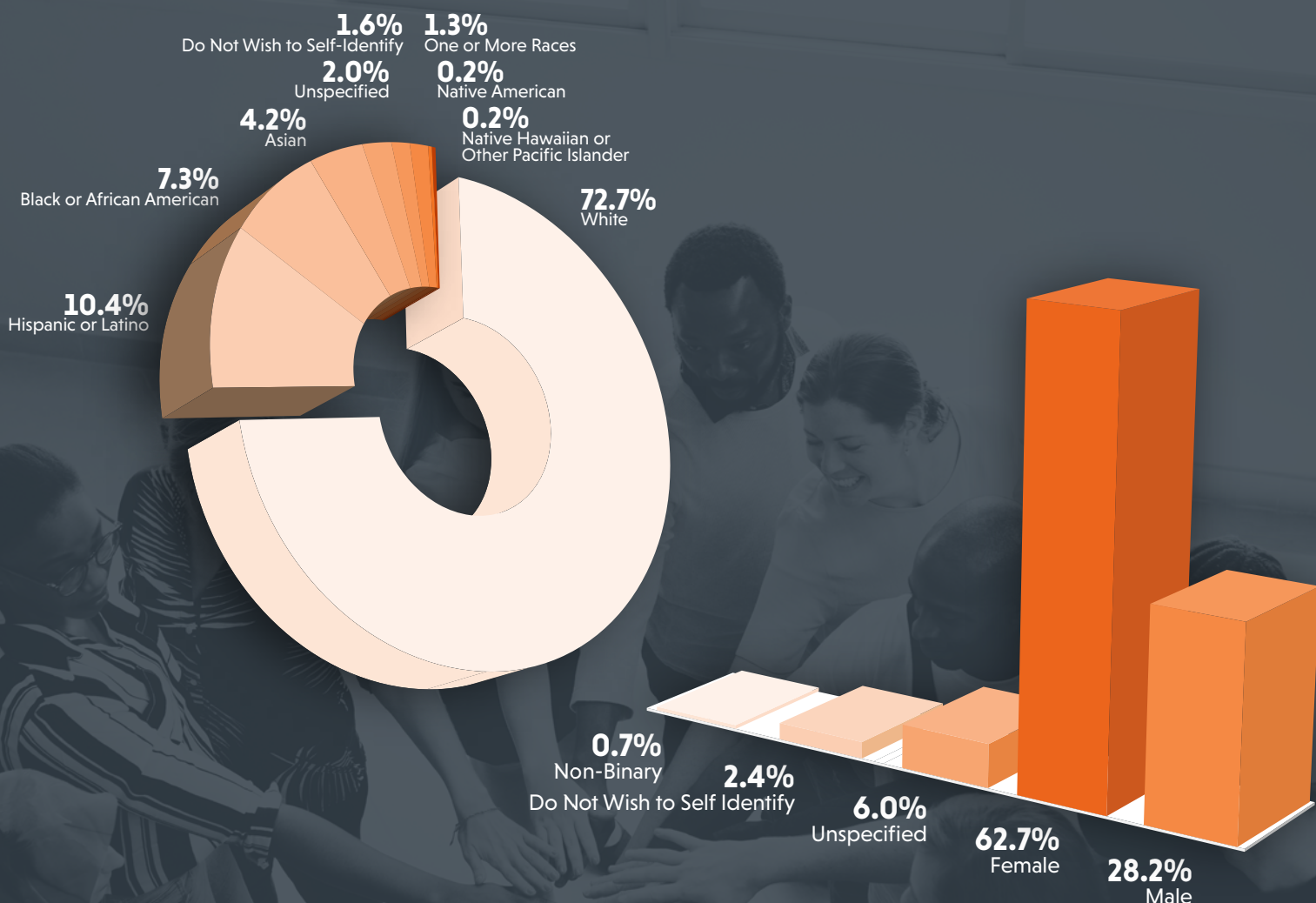
Want to learn more?

Give us a call at 866-624-6221 or e-mail info@magnals.com today.

Our commitment to diversity:

Our workplace recognizes its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. Magna Legal Services is committed to seeking out and retaining the finest human talent to ensure top business growth and performance. Magna Legal Services believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the company, regardless of their differences. We recognize the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce, positions Magna Legal Services to anticipate and fulfill the needs of our diverse customers, providing high quality products/services. We believe that the wide array of perspectives that results from diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

We are proud of our diverse workforce team and we continually strive to improve. The Magna team is majority female and diverse amongst all backgrounds as reflected in our demographics below:



Have questions?

Give us a call at [866-624-6221](tel:866-624-6221) or e-mail info@magnals.com today.

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Our equal employment opportunity commitment:

Magna Legal Services offers equal employment opportunities to all employees. We will not discriminate against any employee or applicant in the case of employment or promotion opportunities. Such decisions are made without reference to race, age, color, sex, sexual orientation, religion, political beliefs, marital status, national origin, veteran status, or the presence of a disability.

Magna Legal Services hires, promotes, trains, and affords all employment opportunities to qualified individuals with disabilities. It is the policy of the Company to comply with all relevant and applicable provisions of the federal Americans with Disabilities Act (ADA), as well as state and local laws concerning the employment of persons with disabilities. Where necessary and feasible, reasonable accommodations will be made for qualified disabled employees to perform the essential functions of the job in question. We are proud of our diverse workforce team and we continually strive to improve.

Our anti-harassment commitment:

Magna Legal Services affirms its commitment to provide a work environment free from intimidation and harassment. Abuse of the dignity of anyone through ethnic, racist or sexist slurs or through other derogatory or objectionable conduct is offensive behavior and will not be tolerated by the Magna Legal Services. If any employee harasses another employee of Magna Legal Services or any applicant to Magna Legal Services because of race, religion, creed, color, national origin, ancestry, physical or mental disability, medical condition, marital status, sex, sexual orientation, age, or any other protected classification, in accordance with applicable federal, state, and local laws, they will be subject to disciplinary action, including discharge.

Sexual harassment is a form of discrimination. It is the express policy of Magna Legal Services that sexual harassment of personnel is unacceptable and will not be tolerated.

Unwelcome or unwanted sexual advances, requests for favors or other visual, verbal or physical conduct will be deemed sexual harassment when:

- Submission to such conduct is explicitly or implicitly a condition of employment
- Submission to or rejection of such conduct is used as the basis of employment decisions
- Such behavior has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.



Any employee who feels he/she is being harassed should immediately report the matter to the Human Resources Department. An investigation will be conducted. Every effort will be exercised to protect the rights of all parties involved.

Should the investigation of the matter determine that an individual has been harassing an employee, disciplinary action will be taken, which may result in termination of employment. Retaliatory action against anyone availing him/herself to the benefits of this procedure is prohibited.

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