



Seastone's Governing Principles

Our Seastone Governing Principles inform how each of us deal with one another, our clients, and anyone else we work with.

1. We treat everyone with dignity and fairness

Diversity, equity, and inclusiveness underpin the very foundation of Seastone. Within our firm, we aim to maintain and further build out our ratio of 35% diverse lawyers. We support legal services providers owned by equity-seeking groups where feasible. We've set aside 1% of our yearly profits to support EDI initiatives in our communities. We explicitly allow for flexible work arrangements, be those geographic, personal, or otherwise, including non-traditional hours where we can. We are deliberate in fostering a non-hierarchical environment and ensuring a work-life balance for our people.

2. We stay sharp

We invest in professional development and look to be thought leaders across our different niche specialties, so we are best placed to offer our clients high quality service.

3. We act with integrity and value transparency

We keep to the fee arrangements we make, and ensure that our invoices clearly detail the work we have done. Where a matter takes an unexpected course, we ensure our clients are comfortable with any fee adjustment.

4. We are a true team focused on growing shared success

We recognize the benefit to our clients of working as a true team. We strongly encourage shared responsibility for clients and work product, which also contributes to the building of Seastone and its reputation.

5. We protect our clients' information

We are very conscious of our obligation to preserve our clients' confidential information, and have implemented policies and technologies to help Seastone's people ensure this.

6. The future of law

We promote an innovative environment, encouraging all firm members to actively identify solutions to enhance delivery of Seastone's legal services, and we recognize and reward firm members for such contributions.