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## Sustainability & Wellness

### **Sustainability**

Cahill is committed to an environmental sustainability program in our offices and has undertaken a number of initiatives to reduce resource consumption and our carbon footprint. We are proud to have received the All Legal Industry Sustainability Standard (ALISS) gold certification in recognition of our sustainability program reducing our environmental impact. ALISS is a self-assessment tool that awards weighted points for various activities covering internal sustainability, external sustainability, stakeholder engagement, measuring and reporting, and innovation.

Cahill created the Cahill Green and Wellness (CG&W) Initiative, resulting in various programs and policies to benefit our community by decreasing our environmental impact and promoting employee wellness.

### **Cahill's Sustainability and Green Initiatives**

#### **Energy Reduction:**

- We utilize Server and Storage Virtualization in our data center. Over the past several years, we have virtualized 98% of our server and storage space. This has helped us significantly reduce overall electrical usage.
- We replaced the majority of our IT servers with more energy-efficient models, and continue to do so as new purchases are required.
- All printers and copy machines are set automatically to “energy save mode” when not in use.
- We added sensors and timers to turn off lighting in unoccupied offices, corridors and common areas wherever possible. Energy consumption is automatically reduced during the late evening and weekend hours.

#### **Waste Reduction:**

- We implemented a significant paper-reduction initiative, with the goal of digitizing files and only using paper storage boxes when necessary. This effort resulted in a reduction of tens of thousands of boxes and will continue to reduce paper usage.
- We replaced all plastic food service items with biodegradable products.
- We provide reusable containers for filtered drinking water to all employees and have discontinued using plastic water bottles throughout the Firm. For meetings and conferences, we are in the process of replacing paper cups [and plates and utensils] with a compostable version.
- We have reduced print and copy volume by 80% in the past two years and our main paper products all contain post-consumer recycled materials.
- Our printers have been reconfigured to default to double-sided printing.
- We recycle toner cartridges, computers and other electronic equipment.
- We organize e-waste recycling events for employees to recycle electronic devices from the office or home.
- Office recycling bins are clearly marked, and employees receive detailed instructions on what is recyclable in the office, as well as available compost drop-off locations near the office.
- We send tips and reminders to employees on how to be more sustainable at home.
- We organized Bring-Your-Own-Bag lunch events to encourage employees to reduce single-use paper and plastic bag consumption.

### **Wellness**

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Acknowledging that more can and should be done to improve the health and well-being of the members of our legal community, Cahill continues to pledge support for the American Bar Association's (ABA) well-being campaign and its mission to better support the vital role that lawyers play in the proper functioning of society, the economy, and government. As a campaign participant, Cahill is working to prioritize the ABA's [\*Well-Being Pledge seven-point framework\*](#) for building a better future.

In addition to our commitment to the ABA's *Well-Being Pledge*, our Green & Wellness Committee is also pleased to offer the following:

- Opportunities for associates to connect and share their fitness and nutrition goals and achievements.
- Offices at 32 Old Slip designed for comfort, featuring adjustable standing desks and ergonomic desk chairs at every workstation. The attorney lounge offers a quiet zone for lawyers to relax with a variety of casual seating options, including massage chairs.
- Discounted memberships at fitness centers convenient to our NYC offices, including Equinox and New York Sports Club.
- Free annual immunizations in the office.
- Free annual physical exam provided by our medical care plan.
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- The services of a professional consulting company to assist Cahill employees and their families on a confidential basis through the Employee Assistance Program in locating counseling resources, family caregiving resources and other services. The program offers online content and seminars covering work-life balance and other wellness topics geared toward leading a happier and more fulfilled life.
- A wellness program in connection with one of our health insurance providers that offers on-demand coaching and personalized learning. You can receive a program tailored to your needs that includes interactive lessons and tools, as well as access to a peer coach.
- Various events centered on physical health and wellness, including mindfulness workshops, our Cahill Running Club, and fitness classes taught by professionals.
- A well-being policy for early identification of impairment due to substance use or mental disorder, as well as cognitive impairment or dementia, and proper intervention to assist with preventing, mitigating, and/or treating the impairment.
- Various resources to decrease common stressors related to work-life balance – such as free backup childcare, assistance with finding child, elder and pet care as well as educational support providers.