

# HUMAN RIGHTS

Moore & Van Allen PLLC (“MVA”) values human rights. MVA is committed to the human rights of all persons, including the rights of those it can mostly directly impact - its employees and community members. In addition to complying with all applicable laws, regulations and internationally recognized principles related to human rights, MVA values these principles in its relationships with its employees, colleagues, clients, suppliers and communities.

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## **Diversity and Inclusion**

MVA recognizes that including those with diverse racial, ethnic and religious backgrounds, countries and regions of origin, genders, gender identities and expressions, generations, physical abilities and sexual orientations is critical to MVA’s success and that of its community. Diversity is embraced and integrated through MVA and demonstrated by its Annual Diversity Report, Diversity Supplier Statement, and its recruiting, development, and promotion programs for lawyers and staff with diverse personal backgrounds and experiences.

## **Employee Rights and Fair Labor**

MVA protects the rights of its own workforce by implementing many employee policies addressing equal opportunity employment, non-discriminatory workplace/harassment, disability accommodations, competitive pay, paid time off, breaks, parental and medical leaves of absence, and workplace violence prohibition. Additionally, MVA has a robust Employment and Labor and Human Trafficking practice. These policies and practices promote a healthy and safe work environment and preserve the dignity of every employee.

## **Supporting Communities**

Benefiting employees and communities alike, MVA’s robust diversity and inclusion and pro bono and volunteer programs continue to receive recognition. MVA’s pro bono and community service initiatives focus on serving the underserved, including refugees, victims of human trafficking and domestic violence, prisoners, those whose housing rights have been violated, and by empowering, through business opportunity, people of color, women, members of the LGBTQ+ community, veterans and people with disabilities. MVA rewards employee engagement in community volunteerism, pro bono legal services, and diversity initiatives by recognizing time spent on these efforts as time worked.

## **Forced Labor and Human Trafficking**

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MVA does not tolerate forced or coerced labor, especially of children. Notably, MVA has an established practice area dedicated to representing survivors of human trafficking and advising organizations on human rights responsibilities in detecting and preventing trafficking and supporting victims. Not only does MVA seek to protect the human rights of its employees and pro bono clients, it advances anti-trafficking priorities among its corporate clients.

### **Ethical Business Conduct**

MVA is in the business of practicing law. With that, comes regulation and adherence to the applicable rules of professional conduct that establish high standards for ethics, conduct, fairness, and devotion to the rule of law. MVA also maintains policies in support of these standards, institutional processes for employees, clients and third parties to raise grievances that may relate to unethical or violative practices.