



### **BASF Corporation's Outside Counsel Diversity Program**

We are committed to the goals of diversity and inclusion and expect our outside counsel to advance diversity and inclusion goals as to the work they do for BASF, and with respect to their firms more broadly.

We ask the following of our firms:

#### **I. New Diversity Goals for BASF Outside Counsel (Firm Wide)**

- A. Demonstration of a commitment to the retention and promotion of lawyers with diverse backgrounds.
- B. Steady and sustained increase in the overall number of diverse attorneys within firms.
- C. Growth in the percentage of diverse attorneys at the firm so as to track closer to the current population of diverse students graduating from law school.
- D. Growth in the number of diverse attorneys in firm leadership roles.

#### **II. New Diversity Goals for BASF Outside Counsel (BASF Specific)**

- A. Increased exposure to BASF for diverse attorneys through, among other things, key roles on BASF matters (including but not limited to lead attorney on specific matters or relationship partner), CLE presentations, secondments, summer program, other client contact, etc.
- B. Partnering with BASF to train and mentor diverse attorneys so that they have the opportunity for significant client exposure.

#### **III. New Diversity Requirements for BASF Outside Counsel**

- A. All RFP and AFA proposals must include staffing models with attorneys of diverse backgrounds. Each RFP will contain specific questions on diversity.
- B. Completion of the ABA Model Diversity Survey upon request, including all BASF-specific data.
- C. Participation in the "Mansfield Rule" initiative, which seeks to provide more access and opportunity for diverse attorneys to senior leadership roles at firms; obtain Mansfield Certification by Year 3.
- D. Identification of firm pipeline planning involving the (1) mentoring, (2) retention and (3) promotion of diverse lawyers involved in the BASF relationship.
- E. Review of firm's diversity progress, through the "Diversity Snapshot" generated by BASF, at annual client relationship meeting.

#### **IV. BASF "Diversity Snapshot"**

- A. New tool designed to evaluate progress on above goals and requirements for outside counsel, based on a BASF Legal Diversity Factor Score.
- B. The BASF Legal Diversity Factor Score is based primarily on data reported in the ABA Model Diversity Survey (specifically data regarding attorney headcounts, work performed for BASF, firm's relationship partner(s), and firm-wide leadership committees).