

## OVERVIEW

Successful organizations think beyond today. They are focused on long-term strategy to ensure their company, organization or agency can succeed and thrive well into the future. That means more than just ensuring long-term financial stewardship — it also means environmental sustainability; social responsibility; and ethical, equitable and inclusive governance.

Taken together, these principles are often referred to as Environmental, Social and Governance, or ESG. Our team has a wealth of experience in ESG, advising corporate, financial, nonprofit and government clients on matters involving everything from the development and implementation of ESG programs to ensuring organizations are establishing and following best practices for their respective industry.

Whether you are just starting your ESG journey or you need a partner to help optimize your ESG strategies, McNees is here for you.

## HOW WE SERVE CLIENTS

At McNees, we meet our clients where they are, working collaboratively with them to develop, implement and refine their ESG programs to best meet their needs. Whether you are a large corporation or nonprofit with thousands of employees across multiple locations, or a small business working to grow responsibly, we offer tailored approaches to help you succeed.

We serve clients from 10 offices in Pennsylvania, Ohio, Maryland and Washington, D.C., with a reach that spans the globe. Our client list extends from Fortune 100 corporations to small start-ups, from nonprofits to government entities — representing a range of industries that include healthcare, higher education, real estate development, transportation and logistics, utilities, retail and automotive, among many others.

Regardless of size or industry, ESG can offer valuable strategies for your organization's long-term success. Our focus is on helping you take advantage of ESG and ensuring your organization is well-positioned to benefit from tax credits and other incentives that may be available while maintaining compliance with applicable laws and regulations.

## ESG in Action

- ESG investment strategies, policies and practices, including green bonds
- Environmental sustainability strategies, including waste disposal management, power and utilities
- Environmental regulatory compliance
- Carbon-reduction, energy-efficient capital improvements and renewable energy strategies
- Employee engagement and communication strategies
- Diversity, equity and inclusion strategies
- ESG employment law
- Community engagement and customer/public relations
- For-profit and not-for-profit corporate governance, oversight and accountability
- Real estate permitting, licensing and LEED initiatives
- ESG litigation
- Data protection and cybersecurity
- Government and regulatory affairs

## COMPREHENSIVE SOLUTIONS

At McNees, we bring together a comprehensive portfolio of solutions to meet your needs. Our service is enhanced by the support of more than 150 attorneys who are leaders in their fields. We also offer a suite of business solutions to support our clients, including HR Influenced, a human resources consulting firm; Apollo Communications, a full-service strategic public relations agency; and McNees Strategic Solutions Group, a government affairs and grassroots advocacy firm; and more.

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