21st Century Pledge

Our company believes the costs, delay and damage to relationships resulting from adversarial litigation practices have risen to levels that are unsustainable in the present day global business arena. Alternative dispute resolution (ADR) practices developed over the last 30 years have encouraged more cost-effective and collaborative solutions.

Nevertheless, we recognize innovation and advancement need to continue.

We believe it is a priority to explore the use of cost-efficient, sustainable, dispute resolution;

We believe that our businesses can and should engage in a thoughtful and collaborative approach to dispute management and resolution with domestic and global customers, suppliers, partners and competitors;

We believe that outside counsel can be an integral part of our dispute management team and law firms schooled in ADR can better serve our legal needs;

We believe that disputes can be resolved using ADR methods so that the outcome enhances both the company’s short and long term well-being, as well as sustaining its vital business relationships.

In recognition of the foregoing, we subscribe to the following statement of principle on behalf of our company and its global subsidiaries.

“Our company pledges to commit its resources to manage and resolve disputes through negotiation, mediation and other ADR processes when appropriate, with a view to establishing and practicing global, sustainable dispute management and resolution processes.”

Company: _____________________________________________

Senior Legal or Executive Officer: _____________________________

Signature _____________________________

Print name _____________________________

Date: _____________________________

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