

# Diversity & Inclusion Policy

We are committed to promoting equality and respecting all aspects of diversity in our firm. We believe that a welcoming, diverse and inclusive workplace enables innovation, encourages collaboration and provides employees and clients with the best possible futures.

We believe that diversity and inclusion is a social and ethical responsibility grounded in our core value. It is also a business imperative for a number of reasons:

- The weight of academic research overwhelmingly concludes that diverse groups make better decisions; we do not want sub-optimal decision making for our people, for our clients or for our firm.
- The research also points to evidence of better overall business performance.
- Increasingly it will be essential for attracting and engaging with current and new clients (and in new markets).
- It is essential for attracting and retaining the best talent.

In our continuing effort to become a fully inclusive firm, we recognise, celebrate, leverage and respect the diversity of our workforce, our clients and our communities.

Through active promotion of diversity and inclusion in our firm, our aim is to have;

- an engaged and productive workforce where everyone feels they have a place in our firm and that they belong;
- excellent decision-making, both in respect of how decisions are made and the quality of those decisions, avoiding group-think;
- a firm that continues to be attractive to future generations of clients and employees and reflects their needs;
- the highest standards of professionalism under-pinning our aspiration to be the most admired professional services firm.

In running our business, we will strive to:

- nurture an environment and culture that allows everyone to feel safe, free to be themselves and to do their best work;
- provide career progression and opportunities for everyone, free from unconscious bias or other unintended barriers;
- actively monitor and report on our performance in implementing this policy.

## Implementing our policy

We remain open to challenging ourselves as to the best way to achieve a diverse and inclusive firm and to be prepared to change long-standing conventions.