



IP INCLUSIVE
Senior Leaders' Pledge

Jennifer Uno, Office Head



I commit to	I will demonstrate
Providing visible and proactive leadership to improve D&I in my organisation	<ul style="list-style-type: none">• As office head, provide a safe and inclusive working environment for every staff member• As a deputy group head, actively promote a safe and inclusive working environment for the group• Following the firm's values and expecting the same of others
Taking D&I seriously at the highest level	<ul style="list-style-type: none">• Promote diversity and inclusion across the firm as a whole• Support all initiatives that are created• Being respectful of others, and expecting respectful communications at all times
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none">• Understanding the D&I goals of our business• Ensuring all recruitment cases are open to the widest pool of candidates• Being aware of unconscious bias
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none">• Leading by example• Learn more about others in order to understand them better• Openly communicate and encourage the same of others
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none">• Seeking further background/history when new D&I issues arise
Sharing my privileges	<ul style="list-style-type: none">• Having an open door policy for all colleagues, sharing my time• Sharing my influence and voice
Insisting on equity	<ul style="list-style-type: none">• Helping all colleagues achieve their best by seeking to understand and then

	<p>ensuring they are on equal footing with others</p> <ul style="list-style-type: none">• Evaluating and re-evaluating how we achieve equal opportunity employment
<p>Working closely with HR and/or management colleagues to achieve this</p>	<ul style="list-style-type: none">• Seeking HR guidance on any issues that arise• Regularly communicating with HR to oversee team inclusion• Following management guidance and supporting initiatives

Your Name: Jennifer Uno
Title: Office Head & Partner
Date 27.7.2021
Signature:

JUno
