



**Vivien Verbrugge, Office Head**

<b>I commit to</b>	<b>I will demonstrate</b>
<p>Providing visible and proactive leadership to improve D&amp;I in my organisation</p>	<ul style="list-style-type: none"> <li>• As the France Head of Operations, I pledge to provide a safe working environment, to accept people for who they are and to recognise them for their contribution, creating a culture of inclusion</li> <li>• I will challenge poor behaviours</li> <li>• I will use my role to promote diversity and inclusion activity and communicate to all stakeholders</li> <li>• I will support all initiatives that are created across the firm</li> </ul>
<p>Taking D&amp;I seriously at the highest level</p>	<ul style="list-style-type: none"> <li>• Being respectful of others in every interaction, by respecting their skills and recognising their contribution</li> <li>• Acting as a leader and ensuring that we have a proactive approach to D&amp;I</li> </ul>
<p>Embedding and valuing D&amp;I throughout the organisational culture</p>	<ul style="list-style-type: none"> <li>• Living the culture of inclusivity, equity and diversity with no option for non-compliance</li> <li>• Actively promoting inclusion as being as important as diversity (if not more so)</li> </ul>
<p>Building trust and safe spaces throughout the organisation</p>	<ul style="list-style-type: none"> <li>• Committing to being an ally to my colleagues</li> <li>• To listen, learn and act where necessary</li> </ul>
<p>Educating myself and my colleagues about D&amp;I issues</p>	<ul style="list-style-type: none"> <li>• Encouraging and engaging in team discussions post-learning and committing to appropriate change as a result</li> <li>• Taking time out for self-reflection and asking others for feedback</li> </ul>

Sharing my privileges	<ul style="list-style-type: none"><li>• Developing the French part of the business to ultimately be able to justify creating openings for work experience and opportunities for interns</li><li>• Using my senior position to make it easier for others to raise D&amp;I issues</li></ul>
Insisting on equity	<ul style="list-style-type: none"><li>• Having a clear recruitment scoring system to ensure an equitable decision is reached within my recruitment</li><li>• Ensuring that I work with colleagues to provide the team with the tools and skills they require to thrive within the team and the firm</li></ul>
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"><li>• Adding my support to our HR, BD, L&amp;D and other professional colleagues to turn plans into action</li></ul>

Your Name: Vivien Verbrugge

Title: Office Head & Partner

Date 27.7.2021

Signature:

