



IP INCLUSIVE
Senior Leaders' Pledge



Martyn Fish, CEO



I commit to	I will demonstrate
Providing visible and proactive leadership to improve D&I in my organisation	<ul style="list-style-type: none">• I will be visible and open as a gay man to colleagues, clients and external stakeholders• A commitment to driving diversity, inclusion and equity across the membership of the HGF Management Board• Ensuring an inclusive boardroom environment which encourages all members to contribute and continuously challenges behaviours, perceptions assumptions• by asking the right questions, monitoring our KPI's and proactively keeping the firm on a course for change on equality, diversity, inclusion and equity• Leading change by not accepting the status quo
Taking D&I seriously at the highest level	<ul style="list-style-type: none">• Embedding diversity, inclusion, equality and equity into the firm's strategy• Monitoring the KPI's we have set and priorities seeing them alongside our other key measures of success• Creating a culture which embraces and values difference and challenging those unwilling to confirm• Ensuring we have a succession pipeline that is diverse, equitable and equal• Being accountable for the delivery of the firm's objectives around D&I
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none">• Creating a culture that allows all colleagues to contribute and bring different perspectives at every level of the firm• Regular conversations across the firm with all our colleagues to talk about our

	<p>success's and our challenges to create an inclusive culture</p> <ul style="list-style-type: none"> • Being a visible leader of D&I throughout the firm
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none"> • Creating a culture where colleagues can challenge but are not fearful • Celebrating difference and supporting colleagues at every level • Transparency of the recruitment and promotion process • Creating an environment where colleagues feel safe in voicing difference opinions and challenging behaviours of others
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"> • Proactively supporting the firms EDI focus group and being available to listen to their ideas and plans and support them throughout the firm • Attending the firms training session, actively seeking out different colleague groups to train with • Using additional learning from online and traditional sources • Joining and participating in networking to increase my knowledge
Sharing my privileges	<ul style="list-style-type: none"> • Creating opportunity to share my story and listen to younger colleagues entering the firm • Act as a facilitator to connect people within my network
Insisting on equity	<ul style="list-style-type: none"> • Having clear policies in place to ensure we are making decisions without bias • Creating transparency in the selection process around promotions and recruitment
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"> • Empowering the operations team to deliver against our goals • Talking and encouraging colleagues to challenge themselves in the delivery of our goals • Leading by example • Keeping this on our agenda

Your Name: Martyn Fish

Title: CEO

Date 20.7.2021

Signature:

M. Fish.
