



IP INCLUSIVE
Senior Leaders' Pledge



Martyn Fish, CEO



I commit to	I will demonstrate
<p>Providing visible and proactive leadership to improve D&I in my organisation</p>	<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
<p>Taking D&I seriously at the highest level</p>	<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
<p>Embedding and valuing D&I throughout the organisational culture</p>	<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
