



IP INCLUSIVE
Senior Leaders' Pledge



Bal Matharu, Board Member



I commit to	I will demonstrate
Providing visible and proactive leadership to improve D&I in my organisation	As a Partner and Board member, I pledge to: <ul style="list-style-type: none">• Actively seek ways to eliminate barriers inhibiting our people to flourish and reach their full potential• Encourage HGF teams to appreciate and value the link between innovative problem solving and the diversity of thought achieved through bringing people with different backgrounds together• Recognise that it is not enough to have a more diverse workforce and that the firm also has to always think hard about how to create environments where people feel they belong and naturally want to contribute
Taking D&I seriously at the highest level	<ul style="list-style-type: none">• Promote and support implementation of D&I into the firm's strategy at Board level• Ensure that individuals and teams that raise awareness and improve D&I for the firm are supported, appreciated and acknowledged at Board level
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none">• Encourage colleagues to bring different perspectives to improve ways of working• Engage with colleagues throughout the firm to discuss the progress we are making and the challenges we still face
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none">• As a manager, be approachable and receptive to individual needs and always be willing to discuss and address D&I issues

	<ul style="list-style-type: none"> • Seek to identify barriers and solutions that impact performance, recruitment, promotions and learning and development • Promote and celebrate differences but also challenge the status quo to ensure HGF is a place where everyone feels respected and valued
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"> • Take an active part in education and development programmes to raise my knowledge and awareness of D&I • Encourage colleagues to engage with initiatives and stimulate discussion by sharing my own personal experiences
Sharing my privileges	<ul style="list-style-type: none"> • Seek opportunities through career awareness and education sessions at universities and colleges to encourage people to consider roles within the IP profession • Continue to help and mentor students interested in embarking on a career as a pharmaceutical patent attorney
Insisting on equity	<ul style="list-style-type: none"> • Comply with HGF policies to ensure we are making decisions without bias • Call out and resolve inequalities in decision making, e.g. for recruitment, promotion, selection for new career opportunities and salary or bonus reviews
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"> • Provide input and ideas to the design of activities lead by HR, BD and our DEI Focus Group • Help amplify voices of those that are already doing great work within HGF to implement change

Your Name: Bal Matharu

Title: Partner & Patent Attorney

Date 11.01.2022

Signature:

B Matharu
