



**IP INCLUSIVE**  
Senior Leaders' Pledge



## Harry Hutchinson, Board Member



I commit to	I will demonstrate
Providing visible and proactive leadership to improve D&I in my organisation	<ul style="list-style-type: none"><li>• Being active in by capacities as Senior Partner and Board member in the equity and benefits of DEI</li><li>• Being vigilant regarding the extent to which decisions are driven by HGF's values and DEI</li><li>• Being hands-on personally in urgently addressing DEI short-comings</li></ul>
Taking D&I seriously at the highest level	<ul style="list-style-type: none"><li>• Being proactive in ensuring that DEI is a reality on the Board and adopted by the Electronics Team partners</li></ul>
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none"><li>• Being committed to building one another up at all times, and especially around difficult or challenging issues</li></ul>
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none"><li>• Being trustworthy, consistent and reliable in all aspects of HGF business, including DEI</li></ul>
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"><li>• Being informed of the history, background and context of DEI</li><li>• Being apprised of HGF's current position</li><li>• Being vocal in DEI touching all aspects of HGF</li><li>• Being active in establishing and monitoring progress against DEI metrics</li></ul>
Sharing my privileges	<ul style="list-style-type: none"><li>• Being dedicated to counselling and mentoring underprivileged groups to help them realise their full potential</li><li>• Being a role model for what can be achieved by young people from underprivileged classes and groups</li><li>• Being visible in initiatives to work with underprivileged groups in schools and colleges</li></ul>

Insisting on equity	<ul style="list-style-type: none"><li>• Being accountable for my commitments to DEI</li><li>• Being vigilant in addressing behaviour counter to HGF's values and DEI</li></ul>
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"><li>• Being committed to recruiting for diversity across all socio-economic classes, ethnic groups and genders and opposed to recruitment for cultural fit</li><li>• Being alert to providing internships and employment opportunities to all socio-economic classes, genders and ethnic groups</li></ul>

Your Name: Harry Hutchinson

Title: Board Member

Date: 26.7.2021

Signature:

