



IP INCLUSIVE
Senior Leaders' Pledge



Jason Lumber, Chair



I commit to	I will demonstrate
Providing visible and proactive leadership to improve D&I in my organisation	<ul style="list-style-type: none">• As Chair of HGF's Management Board I pledge to actively engage with, support and promote the firms D&I action plan• Work to provide a working environment in which everyone feels safe and able to be who they are without fear of discrimination• Ensuring opportunity for development is available to all and advancement within the organisation is based on merit alone
Taking D&I seriously at the highest level	<ul style="list-style-type: none">• Ensuring that diversity and inclusion remains a priority of the Board, Board sub-committees and other groups which I am a member of or formally chair• Personally engage with all D&I activities and initiatives in a personal as well as a leadership capacity
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none">• Actively promote inclusion at all levels to ensure everyone at HGF has equal access to training, development and career opportunities.• Encouraging managers to actively consider candidates from all walks of life and to look beyond their own personal experiences and unconscious bias
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none">• Actively promote HGF's values and openly challenge bad behaviours exhibited by others, particularly bad behaviours which are contrary to inclusiveness and diversity• Act as an ally to my colleagues

	<ul style="list-style-type: none"> • Seeking to remind everyone of the importance of mental health within the organisation and encouraging others to reach out to colleagues who they believe may be struggling with feelings of isolation or other mental health issues
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"> • Attending and learning from D&I training provided by third parties and actively encouraging others to do so • Working with HR, L&D and the DEI focus group to ensure appropriate training is provided at all levels of the firm • Leading by example to ensure colleagues at all levels understand the value of such training and development
Sharing my privileges	<ul style="list-style-type: none"> • Lead HGF's initiatives regarding social impact and community engagement • Encourage the firm to expand work experience and recruitment opportunities to a wider and more diverse ethnic and socioeconomic group
Insisting on equity	<ul style="list-style-type: none"> • Seeking to eliminate preconceptions and barriers to recruitment based on gender, ethnicity or socioeconomic background • Insist on colleagues being given the tools and training to allow them to thrive within an inclusive and supporting work environment
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"> • Continue working with HR, Board members, line managers and others to reinforce and advice the D&I action plan and other initiatives developed by the DEI focus group and elsewhere in the firm

Your Name: Jason Lumber

Title: Chair

Date 26.7.2021

Signature:

A handwritten signature in black ink, appearing to read 'Jason Lumber', written in a cursive style.