



IP INCLUSIVE
Senior Leaders' Pledge



Lucy Johnson, Group Head & Office Head



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 actively support all initiatives that are created across the firm• I will support and act with the Board and other leaders in creating a culture of inclusion
Taking D&I seriously at the highest level	<ul style="list-style-type: none">• I will act to develop and support an inclusive and diverse culture in our teams• I commit to being an ally to my colleagues• I will work with our HR and recruitment teams to ensure we are reaching out to a diverse pool of talent in our recruitment programme
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none">• I will promote an act in accordance with HGF's values• We will recruit our team from a diverse range of talent
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none">• I will actively listen and support my colleagues• I will challenge poor behaviour and support and encourage good behaviour• I will consciously support and encourage inclusion
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none">• I commit to continuously learn and educate myself and to support others in learning about D&I issues• I will act upon and share my learning with others and will encourage discussions between us to learn from one another
Sharing my privileges	<ul style="list-style-type: none">• Using my Group Head position to encourage my colleagues to support and work on a wide range of projects

	<ul style="list-style-type: none"> • To ensure everyone in my team and at HGF has an opportunity to show their talents and to contribute to our growth and success • Continuing to work with higher education establishments to increase the visibility of our professional and accessibility to it
Insisting on equity	<ul style="list-style-type: none"> • I will utilise my senior position to remove barriers to promotion and involvement in projects • I will listen to those raising concerns and challenges and will actively support equitable behaviours
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"> • Ensuring I listen and act upon the work and communications from HR, L&D and our DEI group • Ensuring we discuss these communications and the advice from these groups and colleagues in our team meetings to embed D&I in our team culture

Your Name: Lucy Johnson
 Title: Partner and Head of Engineering
 Date 21.7.2021
 Signature:

