



IP INCLUSIVE
Senior Leaders' Pledge

Markus Zoller, Partner



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 one of the partners of the Munich office I will promote diversity/inclusion• I will not close my eyes when recognising behaviour not in alignment with D&I and our values• I will be an active listener and promote internally that the team can come to me with any issue they have• I will use my role to make sure that D&I & our values will always be taken seriously and are not getting ignored
Taking D&I seriously at the highest level	<ul style="list-style-type: none">• Ensuring D&I is a topic understood and especially accepted by our people• Ensuring that decisions and strategies are elucidated from a D&I perspective
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none">• Enabling open discussions about this topic• Demonstrating that D&I has to be and is taken seriously by our organisation• Encouraging people to get involved in this topic
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none">• Demonstrating that there is absolutely no room for behaviour not in line with our values• Giving the people the feeling of trust that they have people that they can talk to• Encourage people to not hold back when observing unacceptable behavior
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none">• Support internal educational programs• Encourage people to join internal and/or external education opportunities

Sharing my privileges	<ul style="list-style-type: none">• Using my position as a partner to build awareness and change behaviours• Using my position as a partner to show people that when talking to me change can be achieved
Insisting on equity	<ul style="list-style-type: none">• Not accept any barriers or prejudices• Remind people of D&I constantly
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none">• Use my role as a partner in the team to work with HR and the DEI focus group to deliver against our objectives

Your Name: Markus Zoller

Title: Partner

Date: 27.7.2021

Signature:

