



IP INCLUSIVE
Senior Leaders' Pledge



Tim Wright, Finance Director



I commit to	I will demonstrate
Providing visible and proactive leadership to improve D&I in my organisation	<ul style="list-style-type: none">• Ensuring suitable funds are available in the annual firm-wide budgets to publicise and promote D&I within the organisation• Ensuring the Finance Team know my views, the firm's policies and culture on D&I. As the (white) husband of a black woman and father to two mixed race boys, I am a wholehearted supporter of D&I (but, to stress, not only through the lens of ethnic diversity)• Highlighting the benefits D&I can have to the Finance Team and HGF as a whole
Taking D&I seriously at the highest level	<ul style="list-style-type: none">• Supporting the DEI Focus Group and HR in Board and Partner/Shareholder discussions and decision making• Challenging any undesirable behaviour regardless of the "level"
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none">• Ensuring, where possible, diverse candidate lists for all finance team job vacancies• Maintaining the separate D&I budget• Reflecting the culture and firm's policies on D&I through HGF's Annual Report and Financial Statements
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none">• Having an "open door" for any issues within the team or HGF to be raised directly with me• Emphasising in team meetings and through discussions with colleagues that the firm must be a safe place and that the culture of the firm is of openness and inclusion• Challenging behaviour that is against HGF's values

<p>Educating myself and my colleagues about D&I issues</p>	<ul style="list-style-type: none"> • Allowing time for the Finance Team and me take part in the D&I training • Drawing the Finance Team's (and others') attention to any D&I issues across the firm and in wider society and highlighting to them when D&I is raised in internal communications
<p>Sharing my privileges</p>	<ul style="list-style-type: none"> • Using my influence at Board and Partner/Shareholder meetings to promote D&I • Supporting requests from any members of the Finance Team to join the DEI group or other similar groups or initiatives
<p>Insisting on equity</p>	<ul style="list-style-type: none"> • Highlighting how vital it is that HGF reflects, as far as we are able, the make-up of society in the countries in which we operate and that we do all we can to ensure fairness and impartiality through all the firm's process, systems and policies so that we give ourselves the best chance to recruit and keep the most talented people in the business and hear diverse opinions to influence business decisions
<p>Working closely with HR and/or management colleagues to achieve this</p>	<ul style="list-style-type: none"> • Giving HR and the DEI group the financial freedoms to promote D&I around the business • Supporting HR when they need Partner/Shareholder input and assistance on D&I policies • Supporting the generation and implementation of policies through discussions at both Board and Partner/Shareholder meetings and through the dispersion of this to the Finance Team and others

Your Name: Tim Wright

Title: Finance Director

Date: 28.7.2021

Signature:

A handwritten signature in black ink, appearing to read 'Tim Wright', located below the 'Signature:' label.