

Chambers AND PARTNERS

Global Diversity and Inclusion statement

Our Vision

Diversity and Inclusion is a fundamental part of our DNA and a key part of our strategy in terms of our corporate responsibility and sustainability as an organisation. Chambers and Partners is fully committed to fostering and promoting an inclusive work environment for all its employees .

Embracing diversity means that we acknowledge the full breadth of people that work for us. We welcome different and fresh ways of thinking, encourage innovation and foster a culture of sharing ideas. We treat every colleague with respect and dignity.

By inclusion, we meant that everyone who works for Chambers and Partners has a contribution to make, and we will work together to create and maintain a receptive, welcoming and inclusive workplace. We encourage our employees to perform at their best and realise their potential therefore it is paramount that we promote equality, diversity and inclusion across the organisation.

Our D&I Values: Culture, People & Talent

Culture: To celebrate individual differences across the organisation and to ensure our employees can come to work and feel they are in an open, honest and safe space thus free from any bullying, harassment and discrimination. Should any bullying, harassment, discrimination or inappropriate behaviour ever occur, for our employees to know that:

- All investigations will be made confidentially and promptly;
- All employees can raise such grievances through their line manager (if appropriate) and always through HR (please refer to our Grievance Policy and Procedure document).

People: To ensure Chambers maintains an inclusive, meritocratic work environment for all its employees and to ensure every employee feels supported to work at their optimum. Chambers will support its employees through regular training, professional networking and development opportunities as well as encouraging regular social opportunities with other employees.

Talent: Continuing to attract, recruit, retain and promote the best talent and to encourage diversity of thought, innovation and team work which leads to more effective results and solutions for our global clients.

Our Strategy

We are committed to maintaining a positive work culture and will offer ongoing support for our employees in the following ways:

- We have appointed a full-time D&I Manager who will work with the senior leadership team and all employees to help maintain an inclusive workplace culture;
- D&I and well-being executive sponsors from our senior leadership team who will each champion an area of inclusion with support from the D&I Manager;
- The launch of Chambers INSPIRE: an employee engagement network that is open to all employees which includes an internal corporate social responsibility programme;
- Regular feedback forums open to all employees.

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Leadership

The senior leadership team has corporate responsibility for:

- Ensuring that D&I underpins our business strategy and goals throughout the organisation;
- Actively promoting D&I across the organisation;
- Regular inclusive leadership training sessions from the D&I Manager;
- Providing an annual report on our D&I progress as an organisation with support from the D&I Manager.

Human Resources

The HR team is responsible for ensuring that managers and employees are aware of Chambers' commitment to diversity and inclusion by:

- Being the custodians for equality, diversity and inclusion and providing constructive challenge when behaviours do not promote or demonstrate openness, inclusion and diversity with support from the D&I Manager;
- Coaching managers to take responsibility for their own behaviours and behaviours of those they manage with support from the D&I Manager;
- Measuring and monitoring equality and diversity data with the consent of our employees;
- Ensuring reviews and development of this policy as needed with support from the D&I Manager.

Managers

Managers have responsibility for:

- Ensuring that policies and procedures relating to equality, diversity and inclusion are implemented and communicated to all existing employees and new employees on joining;
- Promoting a professional and positive work environment by being inclusive and open and challenging behaviour or decisions that breach this policy;
- Raising awareness of diversity and inclusion, act as a role model for others, and developing personal skills to promote D&I issues with support from HR and the D&I Manager.

Employees

All employees are expected to give their personal commitment to treat every employee with respect and dignity across all of Chambers' offices regardless of location.

- Each individual employee has a responsibility to:
 - o Understand the values and benefits of D&I;
 - o Familiarise themselves with this policy.