

# GLOBAL DIVERSITY AND INCLUSION STATEMENT

**Our success as a global firm depends on our ability to understand and respond to our clients' needs, and deliver world-class legal services. To achieve this, we need to attract, retain and develop people of the highest calibre, and promote an inclusive working environment in which everyone can reach their full potential.**

Diversity means difference and we are all different, in ways which are visible or in ways which may not always be visible such as religion, disability, sexual orientation, socio-economic background and the way we think.

It is our policy not to discriminate against anyone – either directly or indirectly – on the grounds of age, care responsibilities, disability, ethnicity, family/marital status, gender, gender identity or expression, employment status, race, religion/belief, sexual orientation, socio-economic background, or veteran status.

This applies to our recruitment and selection practices, terms and conditions of employment, pay, promotion and training, as well as the way in which we interact with our colleagues on a day-to-day basis. It also applies to other decisions we make as a business such as the use/appointment of third party suppliers.

Our policy not to discriminate applies to all instances when we come into contact with employees, partners, clients, contractors, suppliers, prospective employees and visitors of the firm.

To ensure that we are able to deliver this, we will:

- treat all with whom we interact, internally or externally, with dignity, courtesy, respect and fairness;
- encourage talented individuals from underrepresented groups to flourish and develop their careers in an environment of mutual support;
- promote equal access to opportunities in all areas of employment;
- regularly monitor the effectiveness of our diversity and inclusion strategy and take proactive measures to advance it.

**JEREMY SHEBSON**  
Managing Partner

**GILES KAVANAGH**  
Industry Group Leader  
Aerospace

**CHRISTOPHER CARDONA**  
Industry Group Leader  
Insurance/Reinsurance

**HAMEDEH GHOBIAN**  
Chief Financial Officer

**RICHARD CRUMP**  
Global Senior Partner

**ALISTAIR FEENEY**  
Industry Group Leader  
Commodities

**PAUL DEAN**  
Industry Group Leader  
Shipping

**SID WELHAM**  
Chief Operating Officer

**CAROLYN CHUDLEIGH**  
Industry Group Leader  
Construction

**ELINOR DAUTLICH**  
Legal Service Head  
Finance

**SARAH TAYLOR**  
Partner & Chair of Diversity  
& Inclusion Committee

**ALISTAIR MACKIE**  
Industry Group Leader  
Energy & Resources

**NOEL CAMPBELL**  
Legal Service Head  
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**CORRIN KAYE**  
Global Human Resources  
Director