

GLOBAL DIVERSITY 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 a working environment in which people of all backgrounds and experiences can reach their full potential.

We are all different, in ways which are visible, such as age, gender, ethnicity or physical appearance, or in ways which may not always be visible, such as religion, disability, sexual orientation, nationality, socio-economic background and family/marital status.

It is our policy not to discriminate against anyone – either directly or indirectly – on the grounds of ethnicity, race, colour, family/marital status, gender, sexual orientation, age, disability, religion/belief, socio-economic background, care responsibilities or part-time/fixed-term employment 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 our choice of client, and 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 diverse backgrounds to flourish and develop their careers in an environment of mutual support.
- Promote equal opportunity in all areas of employment and prohibit discrimination against, or harassment of, members of the Firm, prospective employees and those with whom the Firm engages.
- Regularly monitor the effectiveness of our diversity policy and take proactive measures to advance it.

Marcus Bowman
Managing Partner

Richard Crump
Global Senior Partner

Chris Cardona
Head of Insurance/Reinsurance

Robert Follie
Head of Energy & Resources

Giles Kavanagh
Head of Aerospace

Peter Murphy
Head of Commodities

Craig Neame
Head of Shipping

Max Wieliczko
Head of Construction

Hamedeh Ghobadian
Chief Financial Officer