

The IP Inclusive Leaders' Pledge



To make diversity and inclusivity a reality,
it has to be a priority.

I'm proud to sign up to the Leaders' Pledge, to
underline our Firm's commitment to implementing
a genuine and effective D&I agenda.

ANDY RAYNOR
NON-EXECUTIVE CHAIRMAN





Providing proactive leadership to ensure continuous D&I progress

1 2 3 4 5 6 7 8

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Chairing our leadership bodies to guide discussion into action
- Visibly carrying D&I as a personal driver



Placing the right priority on D&I

1 **2** 3 4 5 6 7 8

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Ensuring this is always part of our agenda at the top table
- Being a personal advocate, counsellor, supporter and promoter of D&I



Ensuring D&I is part of our business DNA

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Ensuring D&I is in the fabric of our development and growth
- Discussing D&I as a natural element of the business conversation

1 2 **3** 4 5 6 7 8

Carrying trust and protection at the core of our values

1 2 3 **4** 5 6 7 8

I WILL DEMONSTRATE THIS COMMITMENT BY:

- With a willingness to deal constructively with issues immediately they arise
- Accepting personal responsibility for developing a trusted and secure environment



**Including D&I as an integral
element of our continuing
development plans**

I WILL DEMONSTRATE THIS COMMITMENT BY:

- As a willing and reliable participant in all available educational programmes
- Advocating understanding as a 'from the desk' attitude


1 2 3 4 **5** 6 7 8

Leadership as responsibility

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Taking care to understand the position of others
- Being open to learn and participate

1 2 3 4 5 **6** 7 8



Insisting on equity, fairness and openness

I WILL DEMONSTRATE THIS COMMITMENT BY:

- At every level of leadership
- Constantly challenging and setting examples

1 2 3 4 5 6 **7** 8

**Being part of the team to
achieve this**

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Promoting strength together
- Acting and feeling as one with all our colleagues

1 2 3 4 5 6 7 **8**