



LGBT Inclusion

I want DWF to be a place where everyone can give their best, develop their talents and play their part in making this a truly world class business. It is through the diverse insights and perspectives of our people that we do things differently, and successfully adapt to the changing world in which we do business.

Yet, in more than half the world, LGBT people may not be protected by workplace law and same-sex relationships are still criminalised in more than 70 countries.

As a legal business with a growing international presence and a signatory to the UN Global Compact, taking a global view on inclusion is not only the right thing to do, it also makes business sense. Research continues to show that diverse talent produces better business results and stronger innovation. Those of us who feel confident to be ourselves at work are going to feel more valued and therefore more motivated and more productive.

At DWF, we have a richness of diversity in terms of thought, backgrounds, education, cultures and religious belief. Demographics and societal changes will increase and enrich that diversity. Our approach to inclusion is to ensure it is not only present in terms of our policies but visible in practice throughout our business and something I view as critical to our plans for future growth.

Our global inclusion policies set the tone whilst staying true to our values embeds universal principles of fairness and tolerance. The outcome being an inclusive culture where our people feel safe and comfortable to be themselves and feel proud to work at DWF.

Signed:

A handwritten signature in black ink, appearing to read 'Andrew Leatherland', written over a light blue horizontal line.

Andrew Leatherland, Managing Partner & CEO