

## **Diversity, Inclusion and Equal Opportunities**

We recognise that people are different – in terms of visible things as age, gender, ethnicity and physical appearance, as well as underlying things as religion, nationality, social background and education

Diversity is valued at Temple & Co. Everyone has the opportunity to join us, to develop with us and to fulfil their potential with us.

Our policy is to:

- Create a culture where everyone feels valued, included and respected
- Bring together teams of people with differing and complementary skills, ideas and experiences
- Ensure people from diverse backgrounds feel want to develop their careers with us;
- Use the diversity of our people, to develop creative solutions for our customers;

Diversity is an integral part of our business strategy and is critical to our success. We believe that promoting Diversity means providing Equality of Opportunity and creating an inclusive work environment where everyone has the opportunity to succeed. Our approach to Diversity, is to provide staff training, raise staff awareness and to embed Diversity into all that we do

We are a people business. We will only be able to maximise our people's contribution if we create and nurture an environment and culture which supports, respects and values all our differences, whether in gender, race, nationality, ethnic origin, religion, belief, age, marital status, colour, ability or disability, or sexual orientation.

Our Diversity and Equal Opportunities Policy applies to all aspects of recruitment, employment, promotion and training. Individuals are selected, promoted and treated on the basis of their abilities and merits and the needs of the Firm. Part of this is providing an inclusive work environment where everyone has the opportunity to succeed;

The provision of an inclusive and co-operative working environment where every employee is valued for his or her contribution and everyone has the opportunity to succeed is fundamental to our vision and values. It is a key ingredient in our business success. A strong and healthy focus on Diversity is not an option, it's a necessity.

To retain our talent, we need to work to encourage a culture where every individual feels highly valued and motivated, regardless of role. A focus on diversity and inclusion is critical to this.

Our approach to diversity and inclusion is important as it reflects who we are, and who we want to be, as a firm. If we are to achieve our aim to be the best law firm we can be, we must recruit and retain the best possible range of talent.

Going Further

Of course, ensuring compliance with the law is vital but we want to do more than that. We promote Equality of Opportunity for fee earning and non-fee earning staff, as well as for those who apply for employment to Temple & Co.

#### Recognition

Our aim is to attract and retain the most talented people, and part of this is providing a great place to work. So, to support fairness and equality and to encourage a healthy work-life balance, we continually monitor for improvements.

#### A policy in action

We do not stop there. Our policy of non-discrimination applies just as much to accepting customers' instructions, providing our services and appointing counsel and other experts as it does to employment matters.

Therefore, we are striving to put in place Best Practice policies and programmes around Diversity, Inclusion and Equal Opportunities, so that our customers and our staff, truly believe that we are committed to being outstanding in this area. We appreciate this is an ongoing journey and we are determined to be seen as a successful example of Diversity, Inclusion and Equal Opportunities in the legal sector and the broader business community.

In turn, we hope our customers will feel they are partnering with a practice which consistently applies high standards in this area, and that our staff will remain proud to work for us, as an employer of choice.

These are the standards we set ourselves and we regularly review what we are doing to see if we are achieving them.