

Senior Leaders' Pledge



As Chief Executive of Haseltine Lake Kempner, I, Graham Lambert, make the following pledges to demonstrate my personal commitment to improving Diversity and Inclusivity ("D&I") in our firm and in the IP profession as a whole:

I commit to:	I will demonstrate this commitment by:
1. Providing visible and proactive leadership to improve D&I in my organisation	<ul style="list-style-type: none"> - Putting my name to a public statement of the organisation's commitment to D&I and of its D&I objectives, strategy and policies - Publicising this pledge, along with our plans for fulfilling it
2. Taking D&I seriously at the highest level	<ul style="list-style-type: none"> - Including D&I in my organisation's corporate strategy and business plans - Allocating corporate budget to D&I work
3. Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none"> - Encouraging all colleagues to: <ul style="list-style-type: none"> • seek out and value diversity in their teams • champion under-represented groups, in particular when allocating work within teams - Ensuring that internal communications regularly include D&I-related content
4. Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none"> - Establishing an internal D&I forum with representatives from all roles and all levels within the organisation - Ensuring that forum includes, and/or has access to, a D&I champion at board/partnership level
5. Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"> - Self-assessing my own behaviour, seeking feedback from others and putting learnings into action, and encouraging all colleagues to do the same. - Supporting our people when they identify individual or collective learning opportunities in relation to D&I
6. Sharing my privileges	<ul style="list-style-type: none"> - Widening the channels through which we advertise vacancies in the organisation, including through external recruitment consultants - Supporting our firm's mental health and wellbeing initiatives, and our people's charitable activities.



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7. Insisting on equity	<ul style="list-style-type: none">- Commensurate with the organisation's size and resources, requiring the use of:<ul style="list-style-type: none">• objective selection criteria• diverse decision-making panels- Regularly reviewing the procedures with HR colleagues to evaluate their impact on D&I levels in the organisation and if necessary, improve them- Striving for equal opportunities for all
8. Working closely with HR and management colleagues to achieve this	<ul style="list-style-type: none">- Involving HR personnel in board/partnership level decision making on D&I-impacting issues- Allowing them access to D&I-related training and professional development and valuing the expertise they acquire from it

Graham Lambert

Chief Executive, Haseltine Lake Kempner LLP

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