

DENTONS

Inclusion & Diversity Six-Point Action Plan

UKIME | 15 September 2023

Strategic Context

Responsible Business

We have long believed the **doing good** is imperative for **doing well**. Our collective efforts will ensure we better support our planet, people, clients and communities.

We will reduce the negative impacts of our operations and enhance the positive impacts we can have. Our responsible business commitment is based around meaningfully impacting 7 of the **United Nation's 17 Sustainable Development Goals (SDGs)**. These provide a global "blueprint to achieve a better and more sustainable future for all."

All seven of these UN SDGs directly or indirectly increase equity and inclusion in our workplaces and wider community.



INCLUSION AND DIVERSITY

Six strategic focus areas to take us forward

Building an inclusive culture where our people, clients and communities thrive

1 **LEADERSHIP ACCOUNTABILITY**

Fairly holding leaders to account for the working environments they foster and the people-related decisions they make

3 **DATA AND INSIGHT**

Using data and insight to guide decision-making across the firm with greater transparency over progress

5 **AWARENESS AND EDUCATION**

Our I&D commitments are recognisable and well-understood, internally and externally, and our people understand their role in achieving them

2 **INCLUSIVE LEADERSHIP**

Equipping our leaders with the confidence and practical tools to manage diverse, high-performing teams

4 **PEOPLE PROCESSES**

Developing an increasingly diverse and high-performing workforce where colleagues have fair and equitable opportunities to develop and progress their careers

6 **INCLUSION NETWORKS**

Our networks help our people connect and influence change in matters they care about most across our Firm and in our wider communities