



FLETCHERS

EST. 1987

Fletchers Solicitors Inclusiveness & Diversity Statement 2021

Our Team

We believe that our team should be as **diverse** as the customers and communities we serve.

We believe that **we are stronger** for having Fletcherians from different backgrounds, who bring different perspectives and experiences.

We believe that **we are better** for having diversity of thought throughout our business, including at Board. Diversity and inclusion are a moral and business imperative. Diverse and inclusive businesses perform better, are more resilient, and are more likely to do the right thing, when it counts.

We believe that everyone, regardless of their background, identity, or circumstances should be able to reach their **full potential**.

Holding Ourselves Accountable

We commit to **holding ourselves accountable** to our values and to do this we will commit to 5 pillars:

- 1) Undertake regular, transparent reporting of our **diversity data**
- 2) Ensure all our **recruitment and people policies** are regularly reviewed to ensure they are inclusive, encourage diversity and equity
- 3) Set **measurable KPIs and goals** around diversity and inclusion and commit to improving continuously
- 4) Commit to giving **an equitable voice** to all and ensuring whistleblowing and reporting structures are robust and protected.
- 5) Commit to **ongoing education and learning** about diversity and inclusion in all its forms

Every Fletcherian has a Stake & a Say

We also understand that **diversity takes many forms**, and commit to encouraging programmes across gender, race & ethnicity, social mobility, age & life-stage, LGBTQ+, neurodiversity and ability. We believe that **everyone** should feel they belong in our family.

We believe **every Fletcherian has a stake and a say** in our diversity and inclusion work.