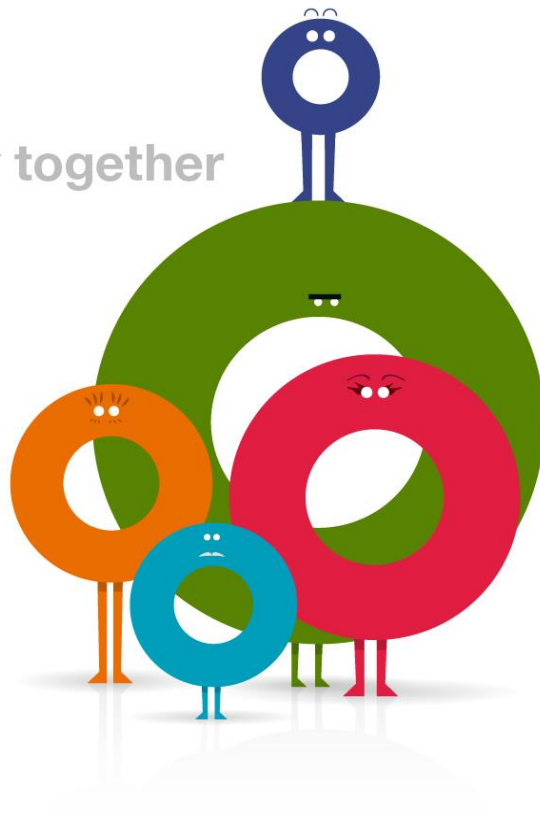


Be better **together**



Diversity & Inclusion

“Our Commitment to you”

DWF Diversity Commitment

At DWF, diversity & inclusion are an integral part of our values and culture.

It is visible from what we display through the way we think and behave and is shaped by doing the right thing.

We encourage and support all our people to take ownership and responsibility for our inclusion agenda, ensuring mutual respect and dignity is seen and valued as an integral part of the way we do business.

What this means for you is:

- Being treated fairly and with respect
- Valued and appreciated for who you are and the work you do
- Confident that you are working in a safe and secure environment
- Helped to improve your skills and abilities to fulfil your potential and enjoy a rewarding and fulfilling career
- Encouraged to take action to make others feel included but challenged if your behaviour fails to live up to our shared values
- Listened to and engaged with honestly at all times
- Encouraged to achieve a decent balance between work and personal commitments
- Empowered to raise concerns about issues you feel are important and confident that they will be properly addressed
- Being part of a business that is passionate, authentic and collaborative

What you can expect is:

- A supportive, diverse, well connected and inclusive environment
- To be empowered and encouraged to deepen your skills, knowledge and expertise
- A manager who is helpful and enabling
- To be recognised and rewarded for going further and living our values
- Opportunities to apply your strengths and further your career

And in return, we expect you to:

- Always aim higher, delivering service excellence and striving to beat expectations
- Have an opinion and get involved, promote knowledge sharing
- Communicate effectively and professionally, listen carefully and promise accordingly
- Recognise, respect and value each other – do what you say you will
- Take pride in what you do and in the firm you help to build
- Be a role model for best practice and champion new ideas
- Be generous with your time and feedback to others - say thank you
- Be genuine at all times and stay true to our values
- Drive development in yourself and others
- Pause – think differently



Andrew Leatherland, CEO & Managing Partner

“At DWF, we already 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 diversity is to ensure it is not only present in terms of our policies but visible in practice throughout the firm and something I view as critical to our plans for future growth.”



Seema Bains, Partner & Diversity Champion

“We aim to make our approach to Diversity & Inclusion relevant to everyone. We are all different and whoever we are, we all want to come to work, be ourselves, be good at what we do and progress as far as we can without any unnecessary barriers getting in the way. We are committed to ensuring everyone at DWF can feel proud to play their part in making our business a great place to work.”

Best practice with you in mind

