



**Our approach to diversity and
inclusion**

Our people networks



Lee Ranson, CEO



"Diversity and inclusion is a core part of our strategy and how we ensure our purpose and values are brought to life. Building a culture which is inclusive, where everyone can bring their true selves to work and thrive, is crucial."

"I am committed to ensuring our culture encourages professional growth and values differences. I know we still have a lot of work to do and I am excited by the passion and engagement of our people. Together we can drive positive change across the firm and achieve our diversity and inclusion vision."

Our people networks

Our people networks are colleague-led, firm-supported groups that serve as a two-way communication channel with senior management. Seeking and highlighting opportunities for intersectionality, the groups create a unified, inclusive and supportive workplace culture where everyone can be true to themselves and reach their full potential. In turn, they also help to achieve our purpose which is, "to help our clients, our people and our communities to thrive".

Providing peer support and a social network, the colleague-led groups build a sense of community across geographical boundaries and hundreds of our people across the globe have joined the networks. All of our networks are fully inclusive. They are open to our employees, our partners and anyone working at an Eversheds Sutherland location. On the following page, you can find out more information about the five people groups, established within Eversheds Sutherland International.



Gender Network

The Gender Network champions gender equality across Eversheds Sutherland, with clients and amongst the legal profession in general. The group acts as a think-tank, generating ideas to help propel our work in relation to gender. Members of the network attend events, network, and facilitate the sharing of ideas and experiences, as well as receiving updates on wider progress. The group also focuses on ways to help support working parents and drive positive change across the business. The Gender Network is open to everyone, irrespective of gender, and seeks to help address challenges that face colleagues of all genders.

For more information on the Gender Network, visit our [Insite](#) page or email gender@eversheds-sutherland.com



Multi-Faith Forum

The Multi-Faith Forum's purpose is to ensure employees' values and beliefs are supported at work. The Forum also raises awareness, knowledge and mutual understanding of the teachings, traditions and practices of the different faith communities to enable us to have a more open and inclusive culture. The Forum is open to those of a faith (whether religious or philosophical) and of no faith.

For more information on the Multi-Faith Forum, visit our [Insite](#) page or email faith@eversheds-sutherland.com



Perspective LGBT+ & Allies Network

The Perspective Network aims to provide an inclusive international forum for all lesbian, gay, bi, transgender + ("LGBT+") colleagues and allies at Eversheds Sutherland. The network drives LGBT+ inclusion through education and training, awareness raising activities and events, and encourages network members to share their experiences around issues affecting the LGBT+ community.

For more information on the Perspective Network, visit our [Insite](#) page or email perspective@eversheds-sutherland.com



Verve Network

The Verve Network raises awareness and understanding of the experiences of ethnic minority colleagues in the workplace, and supports the delivery of our objectives to embed ethnic diversity and a culture of inclusion across the firm. Members of the network engage with colleagues, clients, and communities to help make further progress and support strategies aimed at recruiting, developing, promoting and retaining ethnically diverse talent. The network provides opportunities for colleagues to connect, build relationships and facilitate access to mentors and role models. The network is open for everyone to join.

For more information on the Verve Network, visit our [Insite](#) page or email verve@eversheds-sutherland.com



Ability Network

The Ability Network aims to provide colleagues with information, resources and support related to disability and caring responsibilities. The network provides the opportunity for members to share their own experiences to raise awareness and break down barriers. It also makes suggestions on how we can better support and provide an inclusive and supportive working environment for people with disabilities and caring responsibilities.

For more information on the Ability Network, visit our [Insite](#) page or email wellbeingability@eversheds-sutherland.com



For further information on our approach to diversity and inclusion contact inclusion@eversheds-sutherland.com

As a purpose-led organization, we are proud of our culture and the values that guide our behavior

Our purpose:

Helping our clients, our people and our communities to thrive

Our values:



Collaborative

We leverage our collective talents for the benefit of our clients and each other and we prize teamwork and relationships



Inclusive

We foster a diverse and inclusive culture that places respect and support for everyone at its core and empowers all our people to fulfill their potential



Open

We are approachable and nurture a culture of transparency and openness



Creative

We are innovative and creative problem-solvers, providing an enhanced client and employee experience by not being bound by custom or convention



Professional

We deliver quality and excellence and act with the utmost integrity at all times

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