
FREETHS

Diversity & Inclusion Strategic Approach

2022 – 2025

Diversity and Inclusion

The story so far

We've come so far over the past few years to raise the profile and demonstrate the importance of D&I across Freeths.

We're proud of our progress and of the commitment our colleagues have made to support our efforts.

But we know that there is still work to be done. We'll continue with the same energy and passion to make D&I a truly integral part of how we all work every single day. And we encourage everyone within Freeths to get involved and help us make a difference.



Freeths D&I strategy

D&I is not just a box-ticking exercise for us. Striving for a world of brighter futures for everyone is central to our firm values. We aim to go beyond legal compliance and bring value to our firm through our Colleagues, Clients, Communities and Culture.

Our D&I strategy is underpinned by:

1. Our employee diversity data
2. Feedback from colleagues through our pulse survey and D&I pledge roadshow
3. D&I sector Knowledge
4. The firms values/commitment to D&I
5. Legal industry comparison

To ensure success we will continue to measure and track each area and update our strategy in response to feedback and changes in society.



Colleague feedback

245 colleagues from across all 12 offices responded to our Pulse survey to provide their feedback, opinions about D&I and how can we continue to foster a culture of inclusion and fairness at Freeths. The results from the survey were used to create this strategy.

Survey and Roadshow feedback (highlights)

1. 98% of respondents said that D&I is important to them
2. Colleagues want to see greater diversity at senior levels within the firm
3. Continue to educate and inform people about other cultures, communities, and lifestyles
4. Recruit more from a range of backgrounds and ethnicities
5. We could do more to encourage more Black talent (at all levels) to join Freeths
6. Get better representation across ALL levels of the firm
7. Take radical steps in office spaces, having prayer rooms, gender-neutral toilet options, disability access, etc is a

basic must and is missing from some offices.

8. More outreach to the local community
9. Taking steps to keep more data and tackle discrepancies
10. Engage in external D&I activity, e.g. social media
11. 68% of respondents felt they know how to report instances of harassment and discrimination



Our vision

D&I is central to our culture, our values, and how we work. We're building a culture and workplace where difference is valued and D&I is embedded in everything we do.

We want to create a meaningful, lasting impact on our colleagues, clients, culture, and communities.

We believe everyone needs to get involved to create a more equitable world for all.



Our strategic objectives

What will we strive to achieve and maintain?

Attract, engage, and empower diverse talent across Freeths, at all levels to diversify our workforce, fuel innovation, and increase employee engagement.

Continue to create an inclusive, equal opportunity culture, so all colleagues can be their authentic selves and truly feel that they belong.

Partner with our clients on specific initiatives to build engagement, raise awareness, change the lived experience across the D&I spectrum and publicise our D&I initiative/achievements externally.

Represent the diverse communities we serve through partnerships, investments, and inclusion initiatives while continuing to build our external D&I brand.

OUR COLLEAGUES

- Attraction and recruitment
- Development and progression
- Data and insight
- Policies, practices, workspaces

OUR COMMUNITIES

- Suppliers
- ESG
- Charity
- Partnerships
- Awards and recognition



OUR CLIENTS

- Brand & Marketing
- Thought leadership
- Legal inclusion services
- Partnerships and collaboration

OUR CULTURE

- Employee networks
- Leadership and governance
- Knowledge and skills
- Communication
- Training and Development

The approach Our colleagues

Key Projects

- Embed an inclusive **recruitment approach** that guarantees we attract, recruit and empower talent from wider and diverse pools:
- Make sure **policies, practices, and workspaces** across the employee lifecycle reflect our ambition and support our vision of creating meaningful and lasting impact.
- Collate and update our **data metrics by** running a regular yearly report to track and measure progress.
- Develop an **early careers programme**, and **career progression pathways** that help all talent to thrive within Freeths.

Attract, engage
and empower
diverse talent across
Freeths to diversify our
workforce, fuel innovation,
and increase employee
engagement.

Key Themes

Attraction and recruitment
Development and progression
Data and insight
Policies, practices, workspaces

The approach

Our culture

Key Priorities

- Restructure and align Freeths **employee networks** to our D&I strategy, outlining strategic objectives and a new framework for each network.
- Build and map out **leadership** accountability for D&I to drive sustainable culture change within Freeths.
- Develop a Freeths-wide D&I **educational programme** and conduct a training needs analysis to identify gaps.
- Review Freeths **communications** and **accessibility** to integrate diversity and inclusion practices.

Continue to create an inclusive, equal opportunity culture, so all colleagues can be their authentic selves and truly feel that they belong.

Key Themes

Employee networks
Leadership and governance
Knowledge and skills
Communications

The approach Our communities

Key Priorities

- Work in collaboration to develop a **supplier inclusion charter** to ensure our partners' and suppliers' D&I practices align with our own.
- Identify **collaborative** areas with charities and map charitable partners that align to inclusion outcomes.
- Review our **memberships and partnerships** to make sure we're getting a good, sustainable return.
- Identify **awards and recognition** to continue to build our D&I brand externally and share our work with others.

Represent the diverse communities we serve through partnerships, investments, and inclusion initiatives, while continuing to build our external D&I brand.

Key Themes

Suppliers
Charity
Partnerships
Awards and Recognition

The approach Our clients

Key Priorities

- Develop key **D&I external messaging** which ensures tone, language and images express our D&I commitment and actively share and publicise our D&I initiative/achievements **externally**.
- Strive to become **thought leaders** in the D&I space and share industry best practices through external events and materials.
- Develop a suite of **D&I services** to clients through a team of cross-disciplinary experts.
- Identify areas of **collaboration** with client organisations through shared D&I events, networks and initiatives.

Partner with our clients on specific initiatives to build engagement, raise awareness, change the lived experience across the D&I spectrum and publicise our D&I initiative/achievements externally.

Key Themes

Brand, marketing, and external audiences

Thought leadership

Legal inclusion services

Partnerships and collaboration

How do we deliver this?



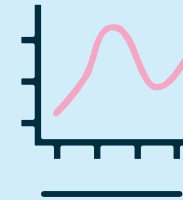
Our People



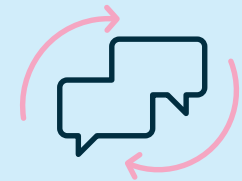
**Strategy Action
Plans**



Strategy Tracker



Data Analysis



**Accountability and
Communication**

How do we measure the impact?

Benchmarking / reporting

Excel in benchmarking and be able to robustly report against SRA data and our previous data in an annual report



Pulse survey / colleague feedback

Utilise the feedback and measure our efforts against responses to our pulse survey and all colleague feedback



Employee Data

Continue to utilise data to inform our efforts and monitor attraction, retention, and promotion decisions



D&I Strategy Objectives

Ensure every D&I activity and initiative is aligned to the D&I objectives in this strategy

If you have any queries or questions about our D&I strategy or D&I at Freeths please contact Becky Egan, Head of Diversity and Inclusion

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