



Senior Leaders' Pledge

Antony Latham, D Young & Co

As a Partner at D Young & Co LLP, identifying as a member of a minority group, I, Antony Latham, make the following pledges to demonstrate my personal commitment to improving Diversity and Inclusion (D&I) in our firm:

1. Providing visible and proactive leadership to improve D&I in my firm, by:

- Speaking openly about difficult D&I issues, and sharing my own knowledge and experiences.
- Being personally involved in, and contributing to, D&I projects and events.
- Acting as an ally to, and champion for, colleagues from under-represented and minority groups.

2. Taking D&I seriously at the highest level, by:

- Including D&I in the firm's corporate strategy and business plans.
- Including D&I as a standing agenda item at partner's meetings.

3. Embedding and valuing D&I throughout the firm's culture, by:

- Building a culture in which the whole of my firm is involved in the quest for D&I.

4. Building trust and safe spaces throughout the firm, by:

- Encouraging all staff, at all levels, to bring their authentic selves to work and speak openly about their identity, gender, sexuality, ethnicity or background.
- Leading by example in sharing my own identity, knowledge and experiences.

5. Educating myself and my colleagues about D&I issues, by:

- Encouraging and inviting external speakers on key D&I-related issues such as LGBT+ History, Black History Month and International Women's Day.

6. Sharing my privileges, by:

- Widening the channels through which we advertise vacancies in the organisation, including through external recruitment consultants.
- Encouraging staff in all roles and at all levels to get involved with D&I, and leading by example with my own involvement.

7. Insisting on equity, by:

- Reviewing the procedures within the firm to evaluate their impact on D&I and if necessary improve them.

8. Working closely with HR and management colleagues to achieve this, by:

- Giving our HR colleagues the mandate to effect D&I-related changes in the firm, and providing visible and proactive support for their work.