

INCLUSION AT AG



OUR GENDER AND ETHNICITY TARGETS 2027

ag ADDLESHAW
GODDARD

MORE IMAGINATION **MORE IMPACT**

FOREWORD

In **2020** we set some ambitious targets for Gender and Ethnicity representation at Addleshaw Goddard that ran to **2023**. We shared our progress against them in our last Inclusion Report, and we have now reset these targets to take us to **2027**.

In resetting them, we had extensive consultation and took a “bottom up” approach, meaning that each UK Group, Business Services team and region reviewed their data and set their own targets.

They all now have greater accountability for their individual targets, which contribute to the overarching firmwide targets published here.

We will continue to review and measure progress in other areas (disability, LGBTQ+ and social mobility) where we haven’t set targets, through mechanisms such as our annual inclusion survey.

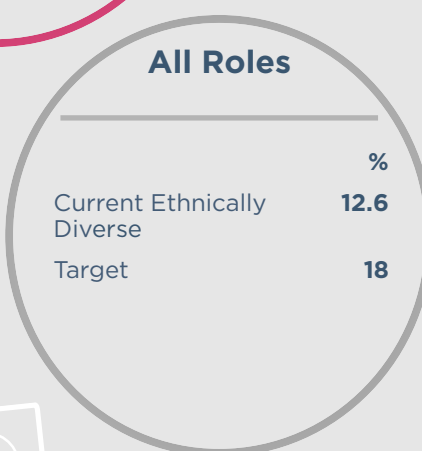
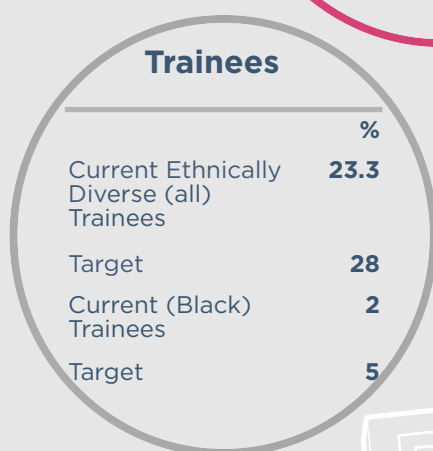
We have reviewed our inclusion strategy to ensure that we are taking appropriate action to meet our goals and will be supporting teams to implement inclusion actions at a local level. Below are a few of the focus areas:

- Closer alignment to diverse communities through sponsorship of conferences, events and other activities.
- Continued focus on diversifying our talent pipeline through schemes like Ethnicity Talent Law and our apprenticeships programmes.
- Further investment in our flagship development programmes, such as Flourish.
- Working with our offices outside the UK to explore opportunities to grow our DEI programme in a way which takes account of legal and cultural nuances.



OUR 2027 TARGETS:

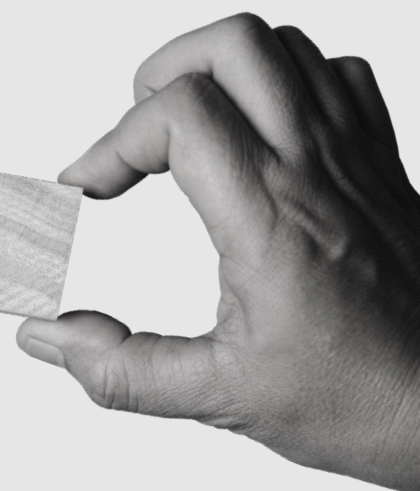
UK ETHNICITY TARGETS FOR 2027



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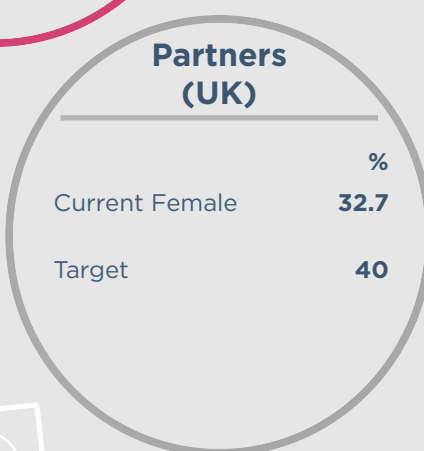
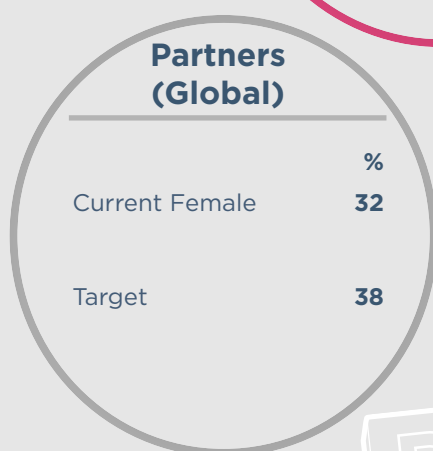
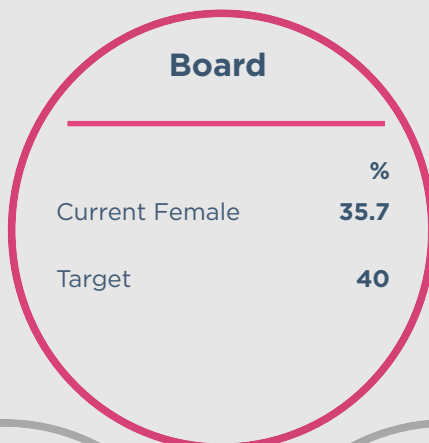
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OUR 2027 TARGETS:

GENDER TARGETS FOR 2027



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