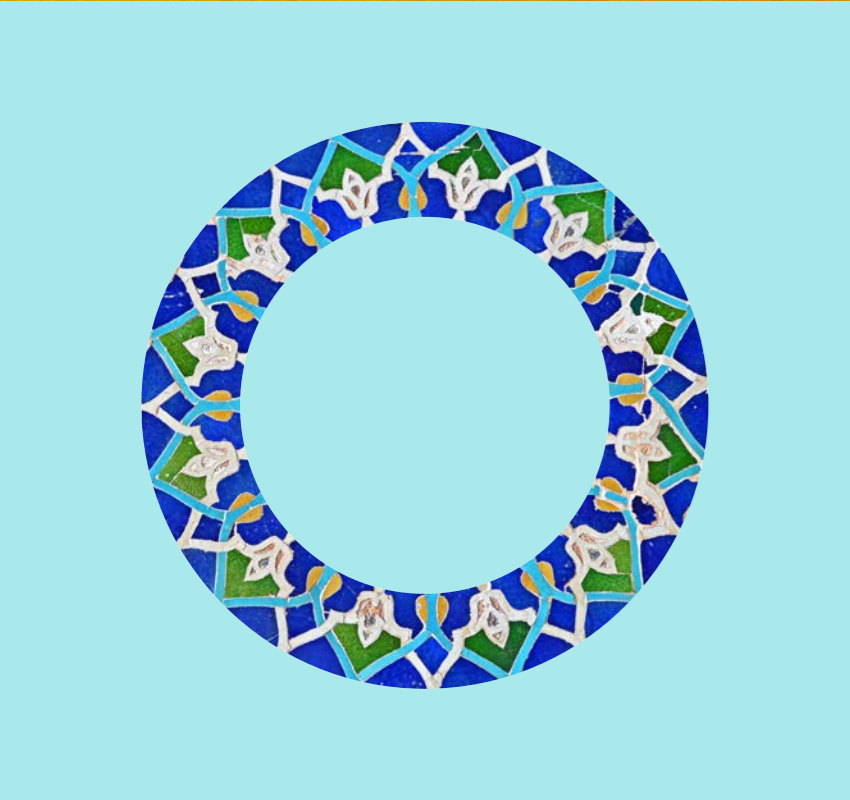
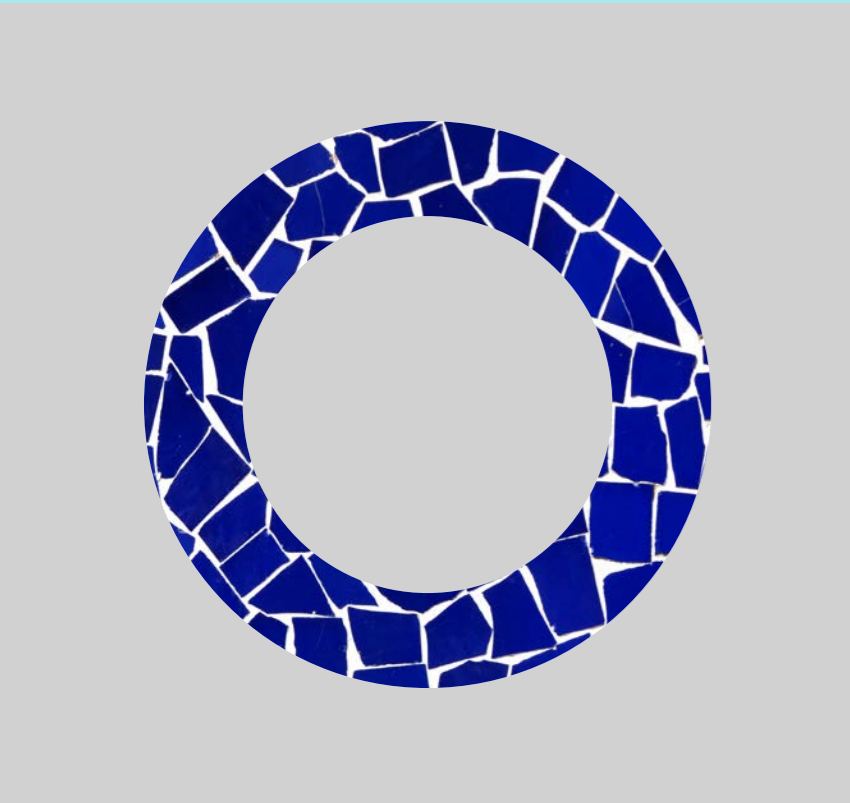
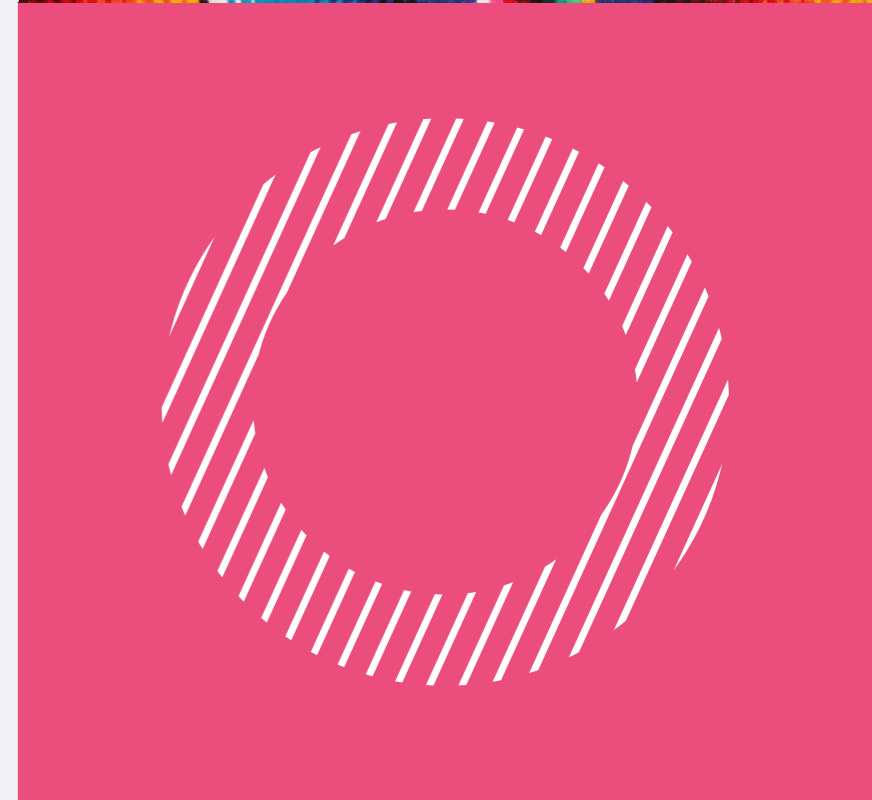




**Bold about
difference.**



**Ogier's approach to diversity,
equity and inclusion**



**Brave about
change.**



Ogier



We believe in putting people first

for who they are and everything they bring. Supporting them with all they need for equal opportunity. Our clients and our people demand it. It delivers a better working environment, relationships and outcomes. For us, embracing difference should simply be fundamental to business and society as a whole.

At Ogier, this is an ongoing journey. Not presuming an understanding of different people's experiences and needs. Embracing open and, at times, uncomfortable conversations. As a global business we recognise diversity, equity and inclusion can be complex, challenging and nuanced. So we're meeting it with courage, drive and openness.

We've charged ourselves with building our knowledge and awareness. We're empowered to hold ourselves and one another accountable – and to take action. We've systematically ingrained diversity, equity and inclusion within our decision-making, management and overall approach. Change takes time, but by being bold about difference and brave about change, we'll get there.

Working towards leadership that better reflects our people and our communities

Leadership from the top on diversity, equity and inclusion

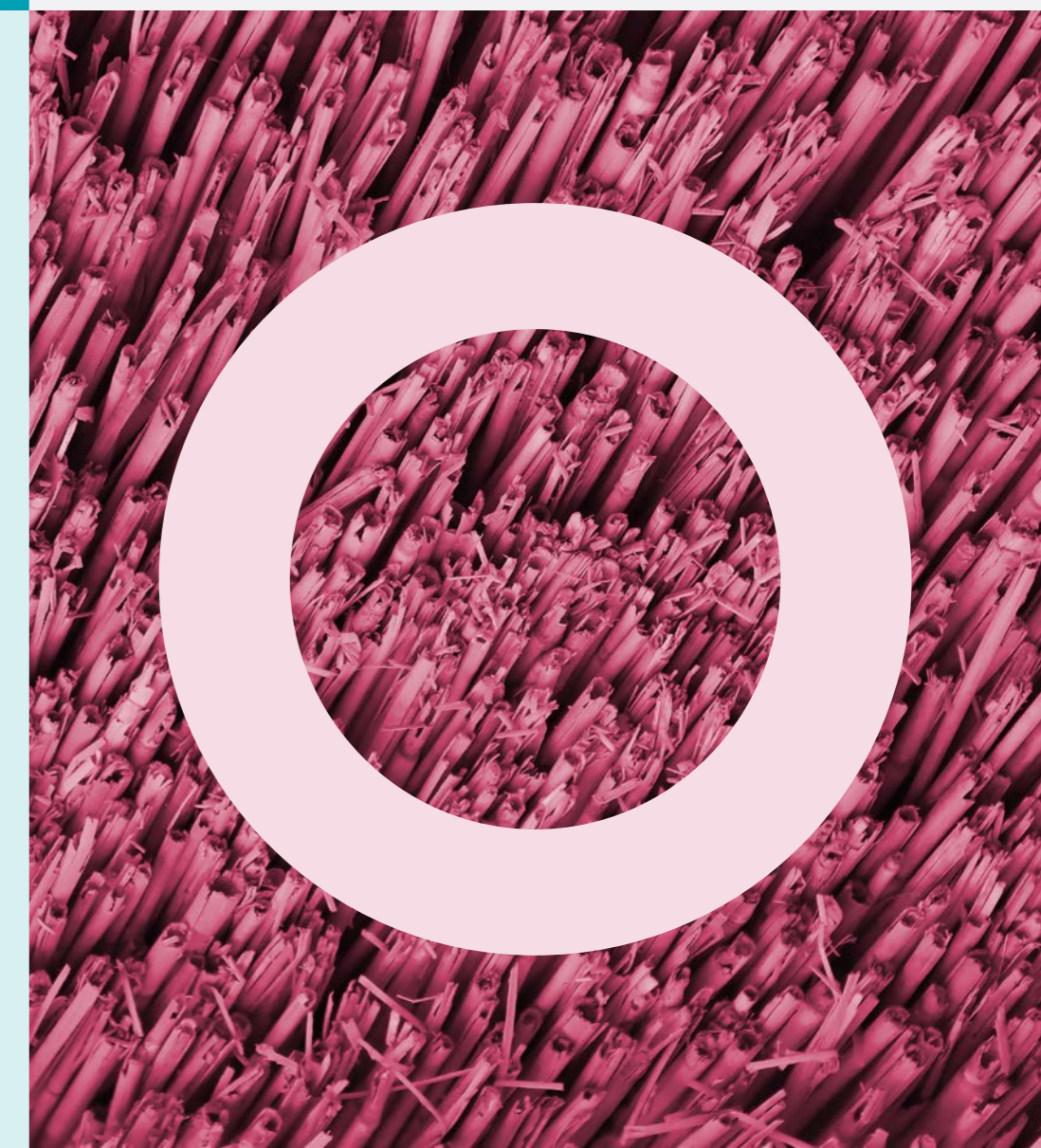
Commitment from leadership is critical to make positive, lasting change in diversity, equity and inclusion. Our diversity, equity and inclusion initiative is sponsored by our global managing partner Edward Mackereth.

Diversity milestones

In February 2021 we made a public commitment to reach 30% female leadership by 2025 – a target we met in 2022 – and 40:40:20 (40% female, 40% male and 20% either female, male or non-binary) by 2030. As we collect more data internally, we will set milestones for other protected characteristics.



30%
female
leadership
by 2025



40:40:20
40% female, 40%
male and 20%
either female,
male or non-
binary) by 2030

Proactive support for our people at every stage of their life and career

Alongside specific adjustments for team members who have a disability or who are neurodivergent, we have a number of firm-wide policies to support our people.

Ways of working that recognise individual needs

We trust people to work remotely in our jurisdictions when that works best for the individual, the team, and our clients, and encourage our people to flexibly manage their own time in the working week.



Menopause support

In 2023 we introduced a menopause policy to promote awareness and understanding of the menopause in the workplace and to empower our people to get support or workplace adjustments specific to their needs.

Foster care support

In 2023 we introduced a foster care policy, providing three days of paid leave to support an employee during their application and assessment process, and five days of paid leave to support the obligations an employee has as an approved foster carer.

Increased parental leave

In February 2022 we significantly expanded our adoption, surrogacy, parental and paternity leave across all our jurisdictions.

Fertility leave

In 2023 we expanded leave for people undergoing fertility treatment to eight days, and five days for those supporting a partner or surrogate.

Creating community, support and change through our funded employee networks

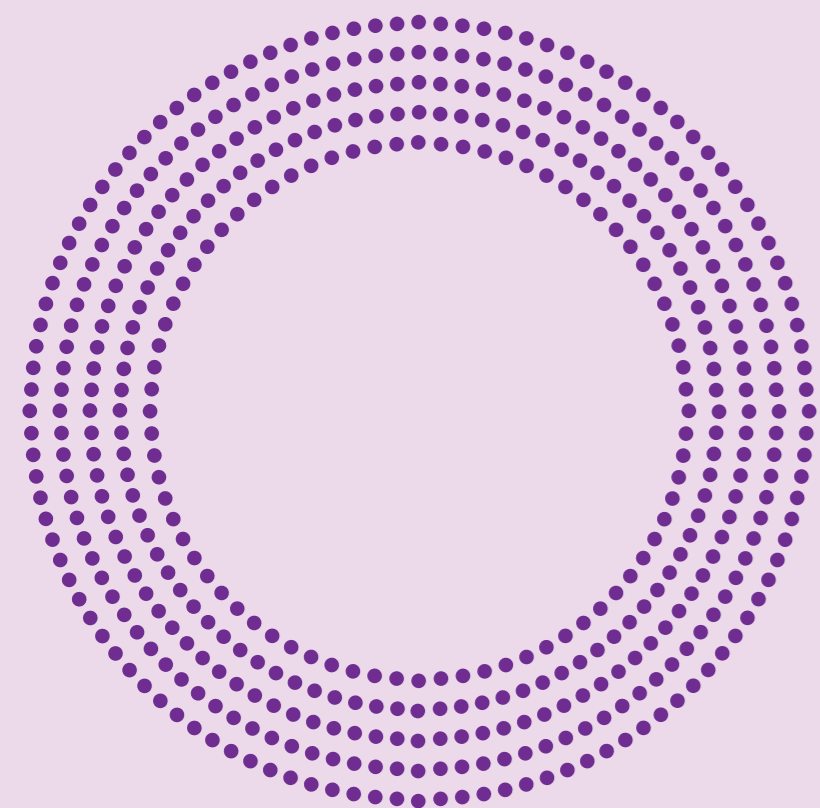
Our family network, gender equality network, LGBTQ+ and allies network, and race and ethnicity network enable employees to come together to create a community based on shared identity, experiences, and passions, provide peer-to-peer support, and help to inform and promote inclusive behaviour.

Employee-led diversity, equity and inclusion initiatives

We have two employee-led initiatives looking at improving social mobility and access for people with disabilities, both within Ogier and our wider communities.



Our commitment
to continuously
learning - and
doing - more



Listening to thought leaders to deepen our understanding

We regularly invite leading figures in our industry and beyond to speak to our global teams on diversity, equity and inclusion topics. We follow a calendar of events internally including Black History Month, Women's History Month, and Pride Month. Speaker topics have also included men's mental health, addiction, neurodiversity in the workplace and menopause.

Supporting everyone in their diversity, equity and inclusion learning

We provide bite-size learning for all employees on diversity, equity and inclusion topics, including disability, gender and sexuality, race and ethnicity, and how to be an ally. All our team members complete training in inclusivity when they join Ogier.

Gathering feedback – and acting on it

We run a biannual diversity, equity and inclusion survey to get feedback on our efforts and understand different groups' sense of belonging. This data directly informs our strategy.

Leading the way on pay gap data transparency in our jurisdictions

In October 2021 we were the first law firm in our jurisdictions to voluntarily publish gender pay gap data, and the first law firm anywhere to publish a global pay gap report. As we collect more data internally, our future pay gap reports will include analysis on LGBTQ+, race and ethnicity, and disability.

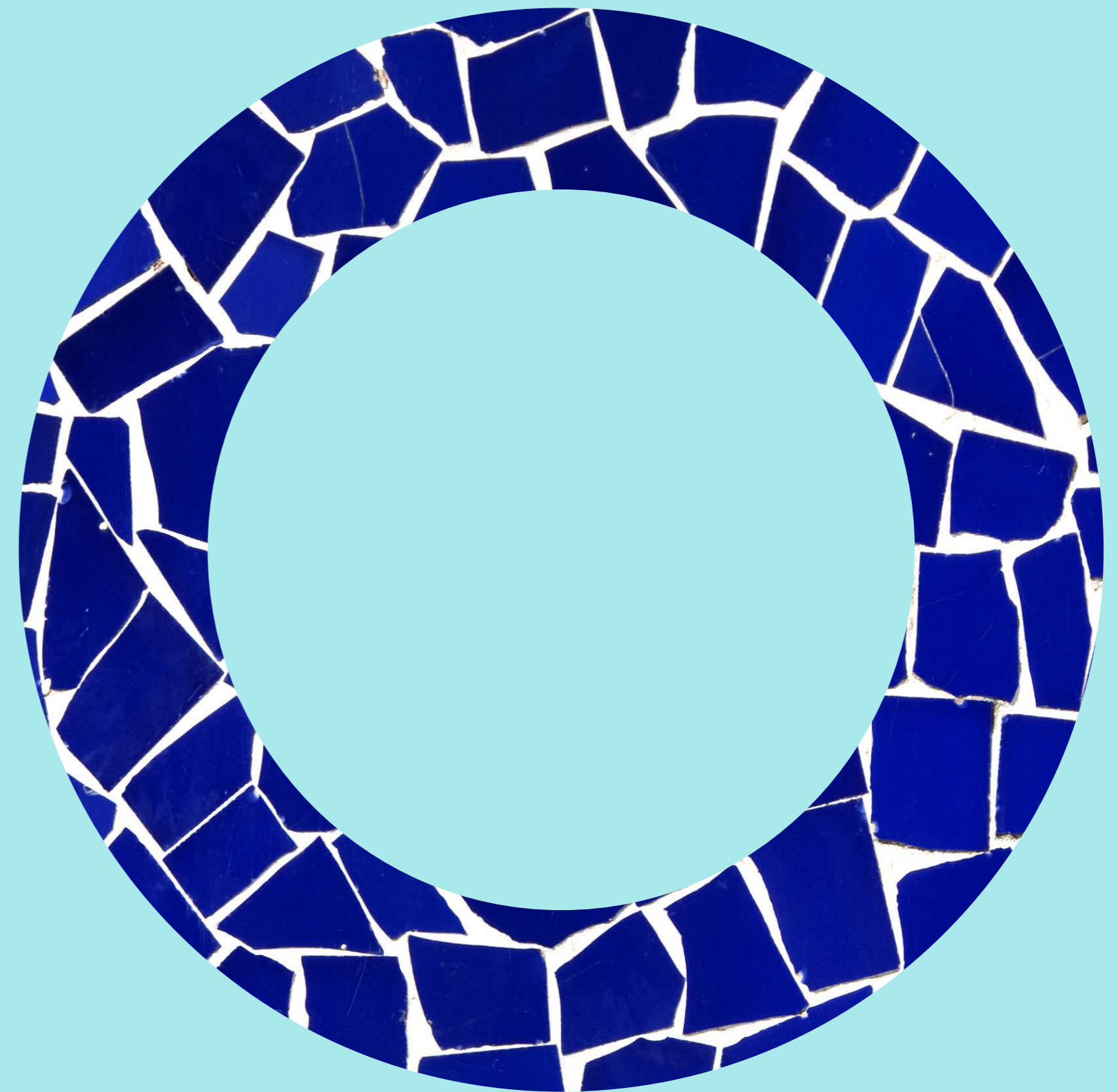
Focusing outwards as well as inwards

Whether it's with our clients, our future recruits or our wider communities, our commitment to diversity, equity and inclusion extends beyond our own workplace.

Industry charters and pledges

We have signed up to the following industry charters/pledges:

- Law Society Women in Law Pledge
- Gender Equality Cayman
- Jersey IoD (Institute of Directors) D&I Charter
- 51 Employers (Jersey) - menopause friendly employers
- Charte de la Diversité Lëtzebuerg



Prioritising accessibility

We've added the accessibility widget Userway to our website ogier.com. This gives our users a range of tools to improve their online experience including the ability to:

- use a screen reader
- change font size and style
- highlight links
- pause animations
- translate our website into more than 40 languages

Users can also select from a range of predefined profiles depending on their accessibility requirements.

Promoting diversity, equity and inclusion in our communities

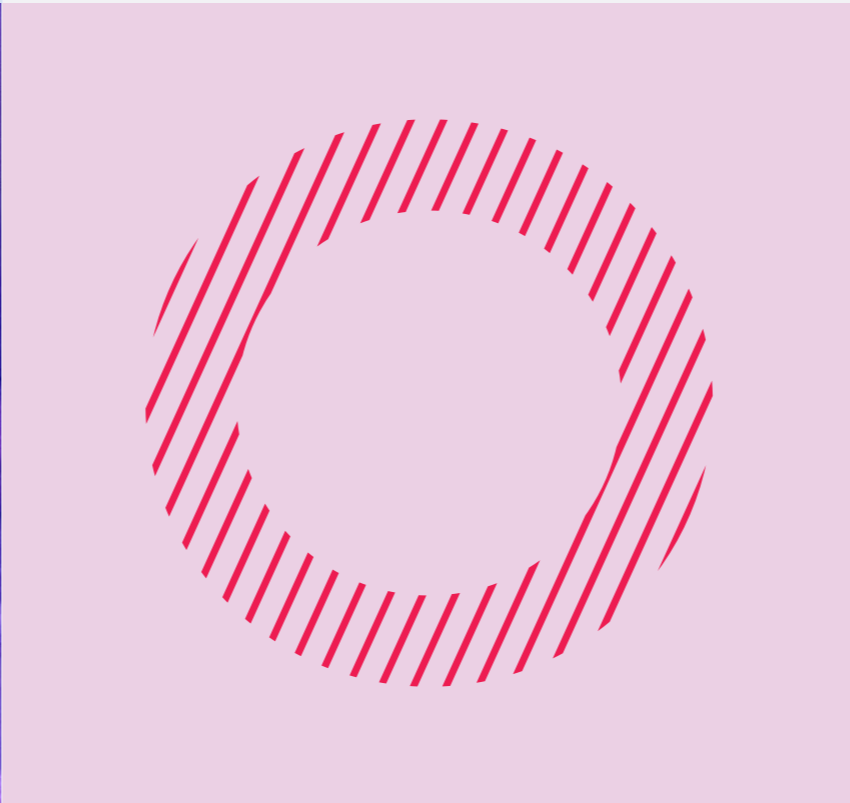
We support organisations, events and projects promoting inclusion in our local communities including:

- Channel Islands Pride
- Encompass HK
- Guernsey Blind Association
- "Investing Confidence: Securing Financial Power for Women" event in Dublin
- Joyce Samuel Primary School in BVI
- Ladies in Law Association (LILA) in Luxembourg
- Lighthouse School, Cayman's only specialist all-age government school for children with disabilities
- Tiny Seeds Jersey, a charity dedicated to supporting people who are experiencing infertility or undergoing fertility treatment

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