



See the Possibility<sup>✦</sup>

# Our Diversity, Equity and Inclusion Roadmap

2025 – 28



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At Weightmans we See the Possibility in everything: our clients, business and especially our people. Our long-standing commitment to Diversity, Equity and Inclusion (DE&I) feeds into our purpose and ambitions and continues to play a key role in shaping and nurturing a culture of fairness, opportunities, and belonging.

To harness our progress, we have developed a DE&I Roadmap which sets out our commitments across four inter-related pillars and provides a holistic framework that ties into our strategic priorities, and importantly our values.

This way, we can embed DE&I more effectively, and move our firm forward in its journey.



# Our strategic pillars



## Employee-life cycle and evidence-led action

We attract, retain and develop talent from diverse background and expertise



## DE&I embedded in our culture and ways of working

We nurture a fair and inclusive organisational culture where all our people can be themselves, fulfil their potential and thrive



## Conscious Inclusion: engagement, learning and role modelling

We participate, equip our people and support allyship



## Responsible Business and Social Value

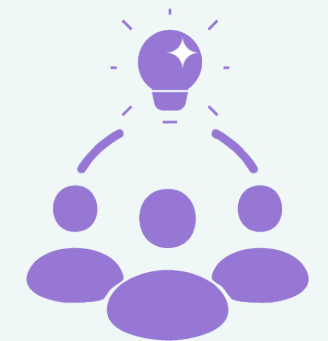
DE&I is an integral part of our ESG credentials for both our firm and client base

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## Our Strategic priorities:

- ✓ Culture and people
- ✓ Brand and marketing

## Our values



Collaboration and Innovation



Teamwork & Respect



Integrity



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# Strands of focus and intersectionality

DE&I strands are our identified areas of focus for actions across all pillars. Our work is informed by Key Performance Indicators (KPIs) for example diversity targets, which are measures that help us keep on track, and report on progress year on year.

Our approach is intersectional: we recognise that identities are nuanced, and that under-representation and disadvantage are the result of several forms of historical barriers that compound and impact differently on lived experience, and outcomes.

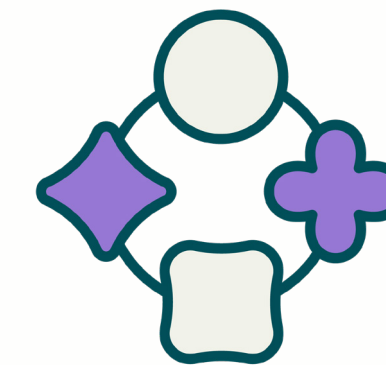
**Social Mobility** cuts across all strands, with a dedicated programme that supports our purpose and DE&I commitment.

We are a **multi-generational workplace**, and flexible working and **wellbeing** are an integral part of our culture and practice as an employer and law firm.

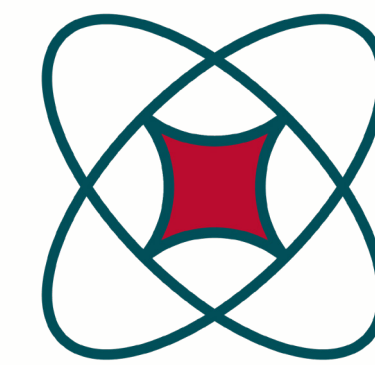
## Our strands



Disability and  
Neurodiversity



Gender



REACH

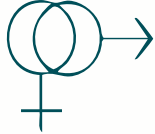





LGBTQ+



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## Our 2025–28 targets

Gender 		Ethnicity 		LGBTQ+ 		Disability 	
Fixed Share Partners	45%	Firmwide	15%	Firmwide	10%	Firmwide	10%
Equity Partners	30%	Fixed Share Partners	10%				
		Equity	8%				

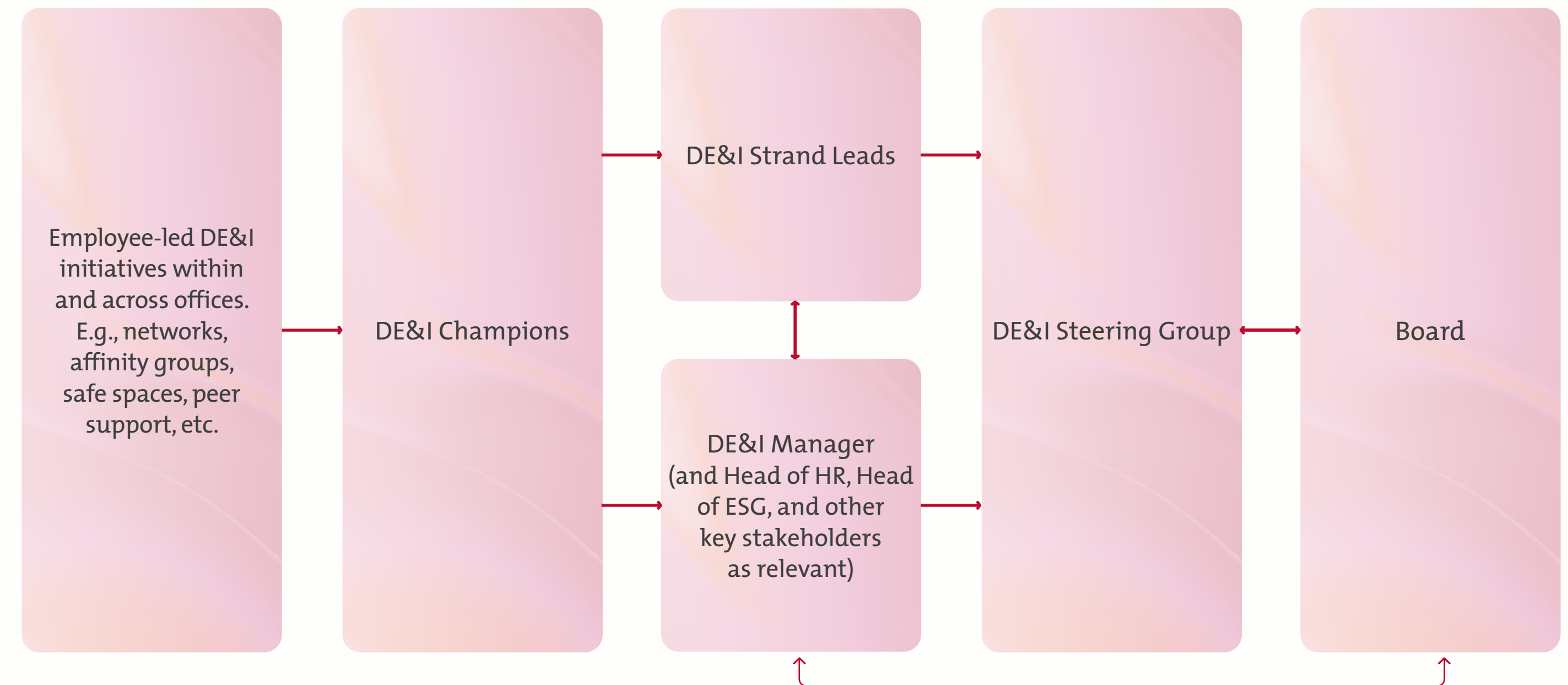




## Governance, and cross-team collaboration

Governance provides internal structure and clarity on ways of working. Role profiles and Terms of Reference define responsibilities and support consistency.

Cross-team collaboration and shared accountabilities across levels and sites are at the heart of delivery.



Everyone at Weightmans



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