



## **Diversity and Inclusion Statement**

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We understand the importance of a diverse workforce at all levels of the practice. Diversity benefits individuals, teams, groups, and our clients. Recognising that each employee brings their own unique capabilities, experiences and characteristics to their work is central to our ethos. We want to recruit, develop and retain the most talented regardless of age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The diverse capabilities of our talented workforce help PRP to anticipate and fulfill the needs of our various clients, enabling us to provide a high quality level of service. A wide array of perspectives that results from such diversity promotes innovation and business success. Nurturing diversity makes us more creative, flexible, productive and competitive.

PRP believes everyone should be treated fairly and consistently, and strives to foster a supportive and understanding environment in which all individuals can realise their potential within the practice.

As a leadership team, we expect our managers to support a culture of diversity and equality of opportunity. We require all employees to adopt an inclusive approach and for this to be reflected in their daily interactions and undertakings as part of their roles, appreciating the diversity of others both within and outside of the practice.

Employees who experience or witness behaviour which contradicts our ethos and approach, are encouraged to bring this to the attention of their line manager or to HR. More information on raising a grievance can be found in our Employee Manual.

### **The Senior Partner**

**Neil Griffiths**

A handwritten signature in grey ink, appearing to read 'Neil Griffiths', with a long horizontal flourish extending to the right.

02 June 2023