

# STATEMENT OF SUPPORT



## WE COMMIT TO AFFIRMING THE CONSTITUTION OF THE REPUBLIC OF SOUTH AFRICA

as the supreme law of the Republic in fostering belonging, inclusion and unity in our diversity.



## WE COMMIT TO PROMOTING DIVERSITY IN THE WORKPLACE

We value the range of perspectives, ideas and experiences that diversity provides, whether grounded in gender, race, sexual orientation, disability, cultural and social background, religion or age.



## WE BELIEVE DIVERSITY, EQUITY AND INCLUSION CREATE A BROADER, RICHER ENVIRONMENT

that enhances creative thinking, innovation, collaboration and problem solving, which adds value to our organisations and to society. We believe that inclusive and equitable organisations attract, mentor and retain top talent.



## WE WILL THEREFORE PRIORITISE GREATER DIVERSITY, EQUITY AND INCLUSION

in our own businesses and co-operate to foster these same values throughout the legal profession, the broader business community and within society.



## WE, AS ADVOCATES FOR DIVERSITY, EQUITY AND INCLUSION, UNDERTAKE TO DEMONSTRATE, PRACTICE AND ADVANCE DIVERSITY, EQUITY AND INCLUSION BY:

- Continuing to support and improve on the gains made towards transforming the legal profession and the broader business community in redressing past injustices;
- Prioritising diversity within our own teams;
- Implementing the principles of diversity in our hiring and purchasing practices;
- Actively identifying and applying measurable actions and initiatives that enhance diversity, equity and inclusion;
- Encouraging and partnering with our law firms to adopt best practices in diversity, equity and inclusion;
- Using our influence to promote an equitable allocation of work to a diverse profile of law firms and lawyers;
- Promoting diversity, equity and inclusion initiatives at all levels in the legal and business community;
- Recognising that diversity without equity and inclusion will not achieve the desired results;
- Acknowledging that merely complying with regulatory requirements will not result in meaningful inclusivity; and
- Advocating for true inclusivity that is in line with the concept of Ubuntu.