

WATSON FARLEY  
&  
WILLIAMS

DIVERSITY  
&  
INCLUSION



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With a global workforce and client base, Watson Farley & Williams recognises the benefit of an inclusive environment that welcomes different knowledge, experience, perspectives and working styles. Embedding diversity and inclusion in our work culture not only enhances individual innovation and problem solving, but makes good business sense. As a firm, we are committed to creating an inclusive workplace so that we can attract and retain the most talented people from all backgrounds and cultures. It's also about making sure that differences are celebrated and that people from any background can rise to the top, ensuring opportunities to develop and progress are available for all from day one.

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## DIVERSITY AND INCLUSION AT WATSON FARLEY & WILLIAMS

Renowned for effective management of complex multi-jurisdictional projects, transactions and disputes, the firm's continued success depends upon the personal and professional development of each and every member of our high calibre team. As a firm, we foster an inclusive professional environment in which individuals can flourish as part of the whole. We strive to bring together diverse teams to match our clients' needs in terms of skills, knowledge and cultural background.



### Our approach

Throughout the firm, we work hard to attract and retain the best and brightest talent – regardless of age, disability, ethnicity, gender, marital status, sexual orientation, or any other protected characteristic.

The idea that performance is best judged on ability alone is embedded in the firm's culture. Given equal value and equal opportunity for development, our staff each contribute to the supportive environment in which we work without fear of discrimination.

This commitment to diversity and inclusion starts with the recruitment process and runs throughout our working practices – in terms of the day-to-day office environment, training, career progression and personal and professional development.

Accountable to a set of diversity and inclusion standards, we encourage all staff to explore opportunities for growth, and are investing in projects and initiatives to cultivate an ever-more supportive workplace.

“THE IDEA THAT PERFORMANCE IS BEST JUDGED ON ABILITY ALONE IS EMBEDDED IN THE FIRM'S CULTURE.”

To date, the firm's initiatives have chiefly focused on training, gender issues and agile working. All staff have been required to undertake mandatory equality and diversity training to raise awareness of these issues. Our forthcoming unconscious bias training programme will reinforce this message.

Embrace, an employee networking group, has been established to give anyone with an interest in diversity an opportunity to share their thoughts. This group meets regularly and is growing across the firm's network of international offices.

With the aim of improving productivity as well as work-life balance, the firm has long invested in technology to support remote working. The firm is currently rolling out laptops and telephony systems worldwide to make this even more efficient and effective. These tools

are essential to support our ambition of providing more agile working practices for all.

We offer great maternity and paternity support before and after parental leave, adoption and other dependant leave to help parents and carers balance a challenging and rewarding career at Watson Farley & Williams with their responsibilities outside work.

Encouraging our staff to celebrate their culture and be proud of whom they are, many of our people take part in events to mark the following: Chinese New Year, Diwali, Eid, Christmas and others.

Our Employee Assistance Programme delivers further support by providing free, confidential counselling and stress helpline services as well as access to information and support around childcare and eldercare.

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**“THE GROUP’S GOAL IS TO MAKE A LASTING IMPACT ON THE WAY EQUALITY, DIVERSITY AND INCLUSION HAS BEEN INTEGRATED INTO OUR EVERYDAY BUSINESS.”**

### **Widening access to the legal profession**

We have several initiatives that are aimed at widening access to the legal profession. Volunteers from our London office take part in Mock Interview Day for Year 11 students at Leytonstone School. This helps students gain an insight into the working world through feedback from a CV review and a mock interview. To encourage upward social mobility both within and outside of the legal profession, a group of volunteers from a cross-section of roles in the firm attended a Careers Open Day targeting youths from disadvantaged backgrounds.

### **Our commitment**

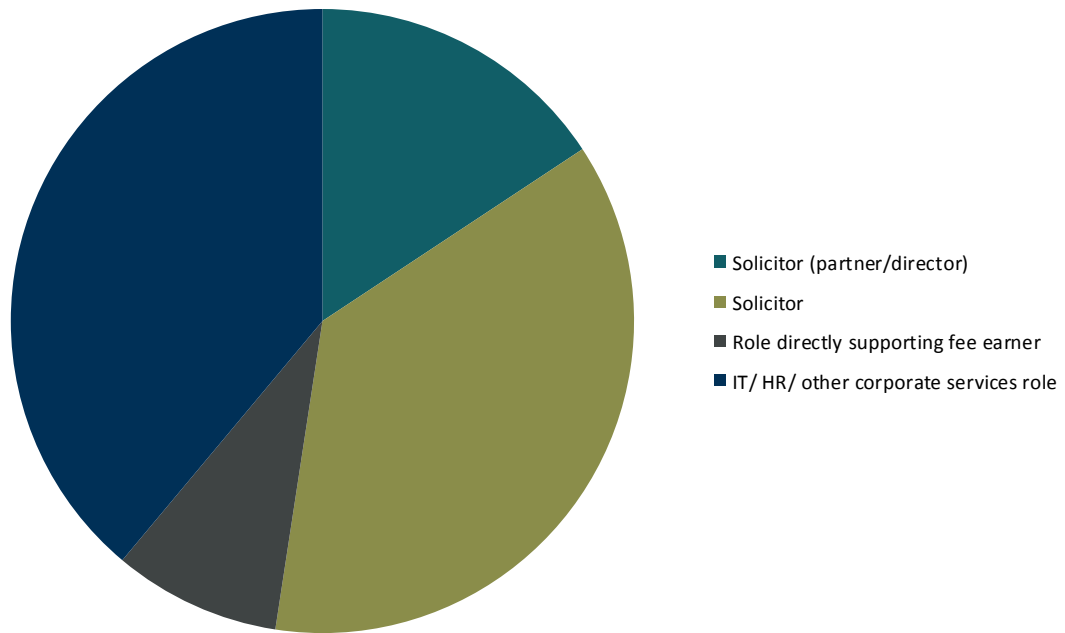
As well as being signatories to The Law Society’s Diversity and Inclusion Charter Statement, Watson Farley & Williams has formed a Diversity and Inclusion Working Group who meet monthly to spearhead actions to continually evolve our policies and procedures. The Group’s goal is to make a lasting impact on the way equality, diversity and inclusion has been integrated into our everyday business.



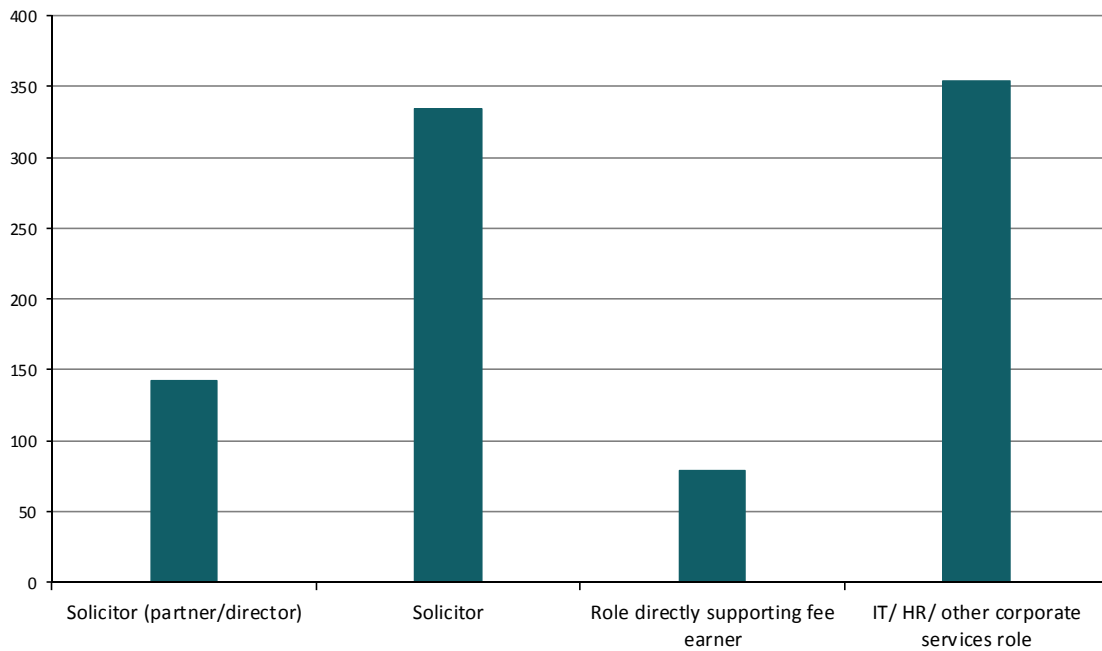
THE FOLLOWING PAGES DISPLAY THE RESULTS OF THE FIRM’S RECENT DIVERSITY AND INCLUSION SURVEY.

# DIVERSITY SURVEY RESULTS

Participants by job role



Participants by description of role

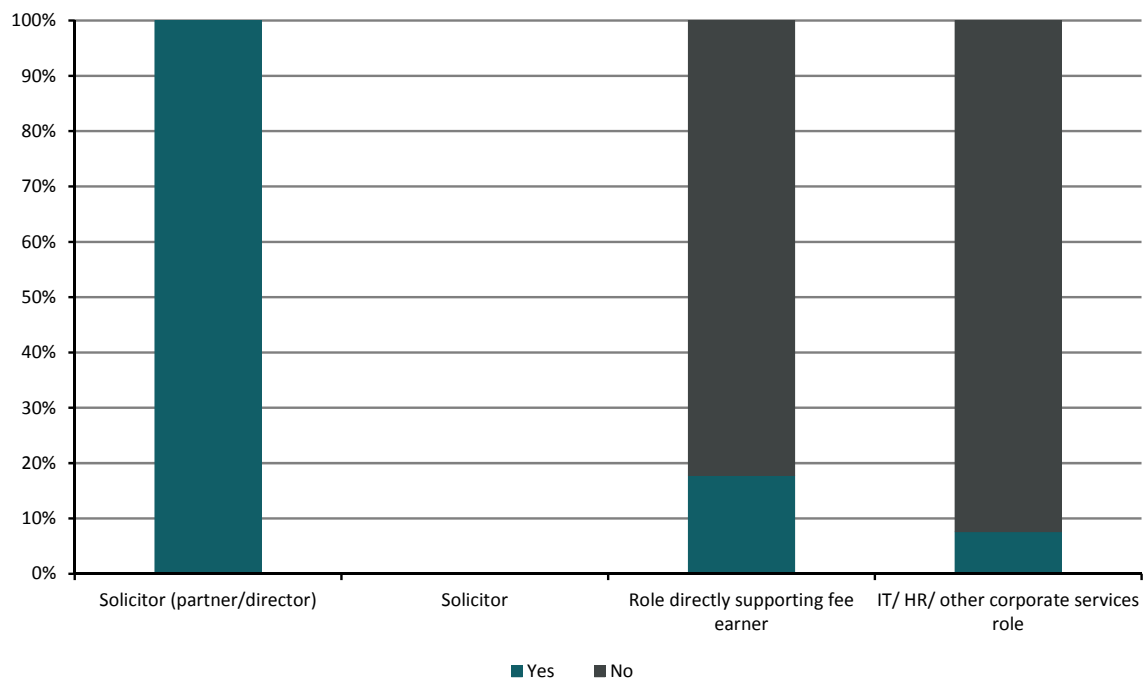


## Share of ownership

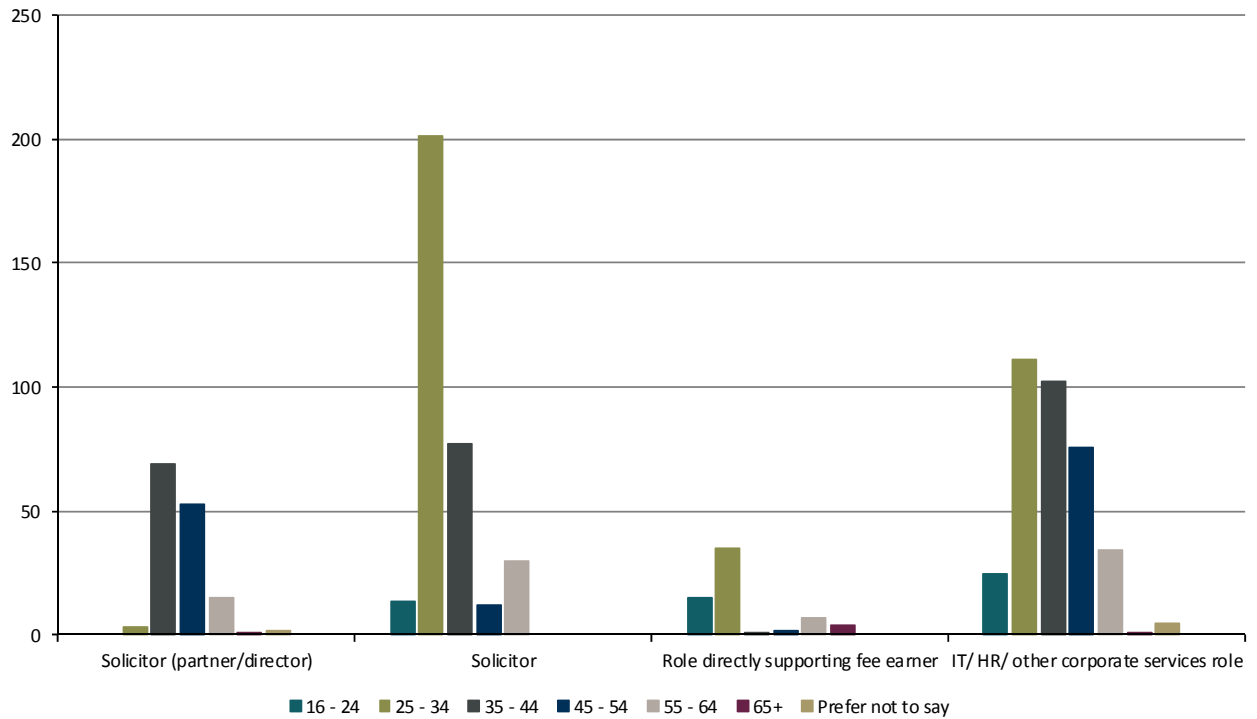
*of the partners/directors that answered*



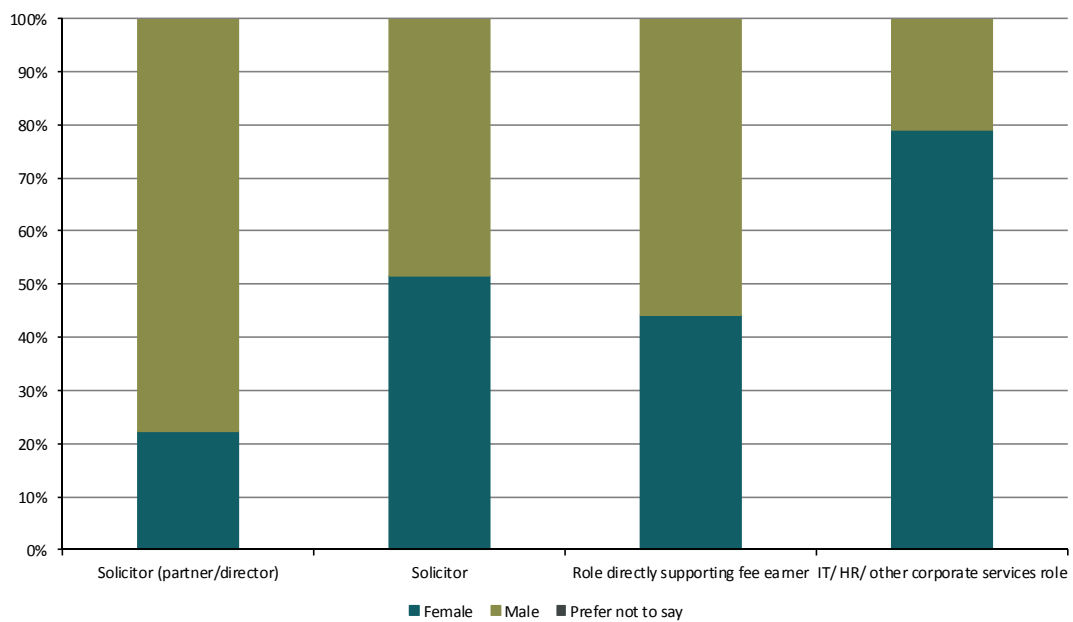
## Responsibility for supervising/managing the work of others



Age bracket

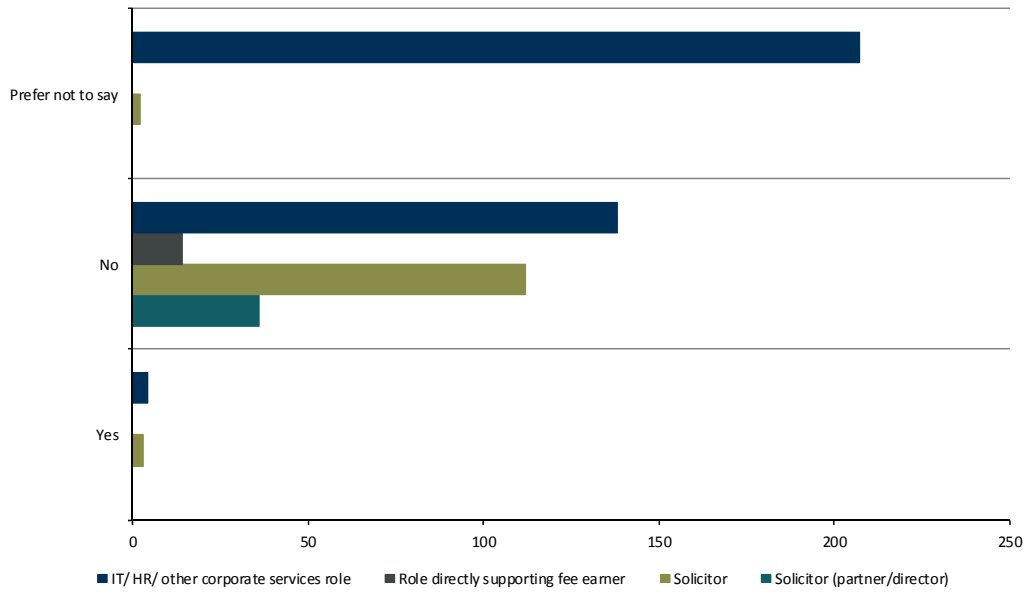


Gender



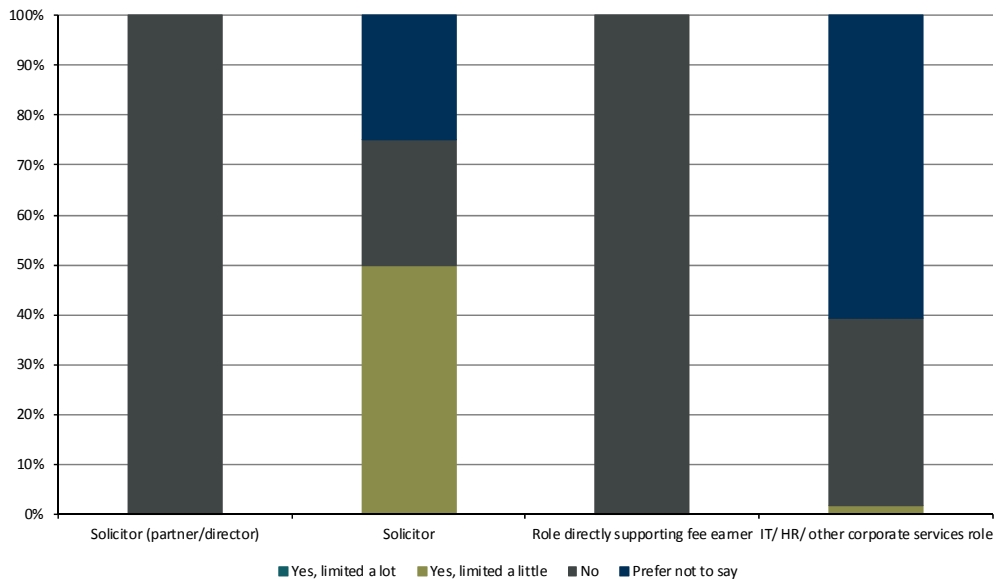
**Do you consider yourself to have a disability according to the definition in the Equality Act?**

*Of those who answered*



**Are your regular activities limited due to a health problem/disability which has lasted/is expected to last more than 12 months?**

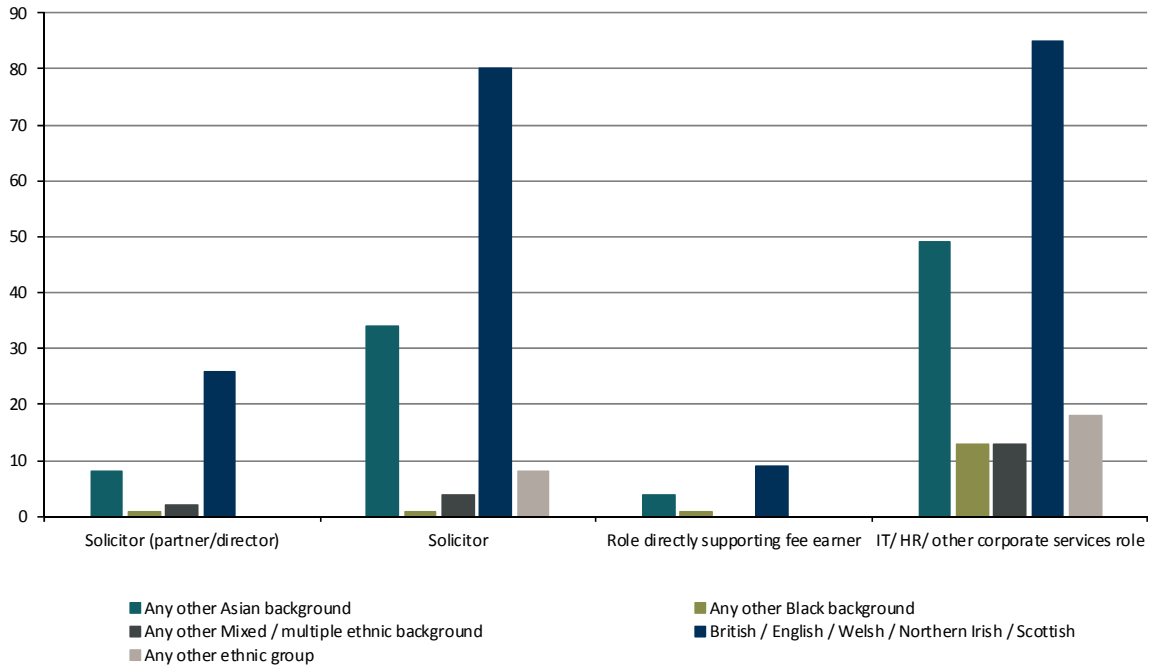
*Of those who answered*





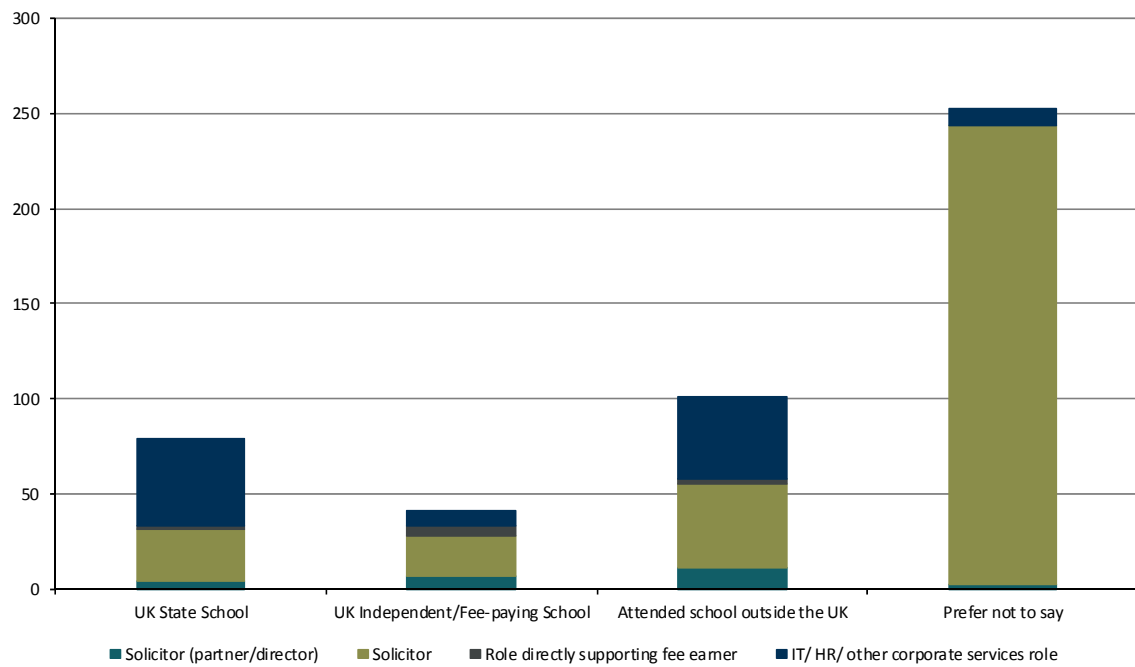
### Participants by ethnic group

*Of those who answered*



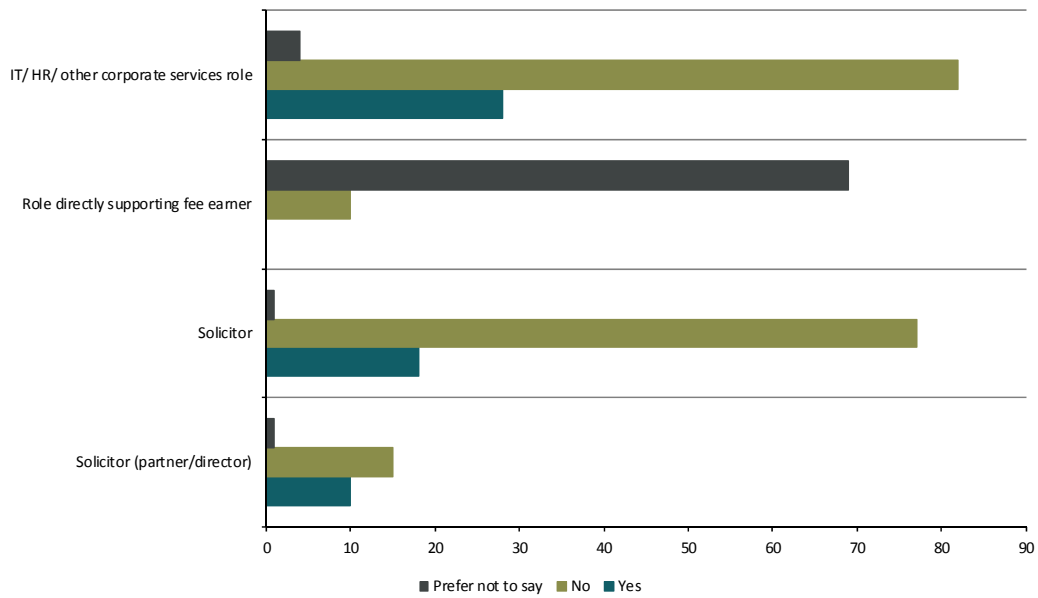
### Education: State or fee-paying school?

*Of those who answered*



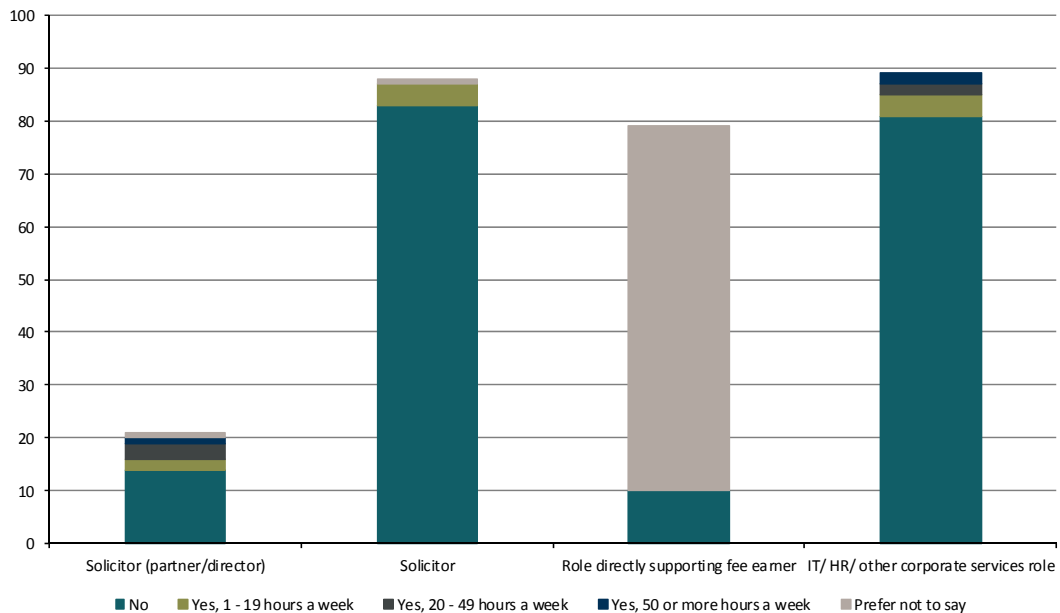
**Are you a primary carer for a child or children under 18?**

*Of those who answered*



**Do you look after, or give any help or support to family members, friends, neighbours or others?**

*Of those who answered*



## OUR OFFICES

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### Athens

6<sup>th</sup> Floor, Building B  
348 Syngrou Avenue  
Kallithea 176-74, Athens

T: +30 210 455 7300

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### Bangkok

Unit 902, 9<sup>th</sup> Floor  
GPF Witthayu Tower B  
93/1 Wireless Road  
Patumwan, Bangkok 10330

T: +66 2665 7800

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### Dubai

Office 1503, Level 15, Tower 2  
Al Fattan Currency House  
PO Box 506896 Dubai

T: +971 4 278 2300

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### Frankfurt

Ulmenstraße 37-39  
60325 Frankfurt am Main

T: +49 69 297 291 0

---

### Hamburg

Jungfernstieg 51  
20354 Hamburg

T: +49 40 800 084 0

---

### Hong Kong

Units 1703-1707, One Pacific  
Place  
88 Queensway, Hong Kong

T: +852 2168 6700

---

### London

15 Appold Street  
London EC2A 2HB

T: +44 20 7814 8000

---

### Madrid

C/ María de Molina, 4  
28006 Madrid

T: +34 91 515 6300

---

### Milan

Piazza del Carmine 4  
20121 Milan

T: +39 02 721 7071

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### Munich

Gewürzmühlstraße 11 –  
Courtyard  
80538 Munich

T: +49 89 237 086 0

---

### New York

1133 Avenue of the Americas  
New York, New York 10036

T: +1 212 922 2200

---

### Paris

26 avenue des Champs-Élysées  
75008 Paris

T: +33 1 56 88 21 21

---

### Rome

Piazza Navona 49  
00186 Rome

T: +39 06 684 0581

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### Singapore

6 Battery Road #28-00  
Singapore 049909

T: +65 6532 5335

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ATHENS BANGKOK DUBAI FRANKFURT HAMBURG HONG KONG LONDON  
MADRID MILAN MUNICH NEW YORK PARIS ROME SINGAPORE

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