

## **Declaration of intent 'Diversity within the legal profession'**

We hereby declare that we will promote diversity within the legal profession and our organisation. By diversity we mean, among other things, differences in origin, ethnicity, gender, sexual orientation, religion, nationalism, age, disability, marital and parental status.

By increasing diversity within our organisation, we believe we are more innovative, effective and representative of our clients. Moreover, we enrich our firm with more variety in perspective and diversity in experience and background and with as much available talent as possible.

We consider diversity to be of great importance for the success of law firms and the legal profession as a whole. Diversity is not about setting quotas, positive discrimination or other standards. Our objective is to apply our own criteria and recruit, hire, retain and grow staff from different backgrounds.

We hereby recognise that achieving diversity is an evolving process and requires dedication, continuous reassessment and further elaboration. Partly for this reason, we will strive to implement 'best practices' within our firm in order to adhere to this statement of intent.