



Statement on Equality and Diversity

Summary

Morgan Lewis has a longstanding commitment to ensuring that it benefits from the wealth of qualities that are brought to the Firm by peoples of varying backgrounds, experiences, social, and cultural identities. The Firm's continued success is inextricably linked to its commitment to the prevention of Discrimination, the promotion of equality and diversity, and to ensuring a safe and harassment-free environment for all persons whom it employs, engages, or provides services to or otherwise deals with on any basis.

Equality and Diversity Policy

It is the policy of Morgan Lewis (UK) to ensure that, in all its professional dealings with its partners, employees, contractors, service providers, clients, barristers, other lawyers or any other third party with whom it has dealings on a professional basis, it does not, whether through its partners, associates, staff or any other person engaged by the Firm on any basis, discriminate against any such person nor victimise or harass or allow to be victimised or harassed on the grounds of that person's:

- Race or racial group (including his or her colour, nationality, ethnicity or ethnic origin)
- Sex (including his or her gender, marital status, gender reassignment status, pregnancy, maternity or paternity)
- Sexual orientation (including his or her civil partnership status and his or her perceived sexual orientation or the sexual orientation of those to whom he or she is closely associated, e.g. sibling, son or daughter)
- Religion or religious belief, or similar philosophical belief system (including his or her non-belief)
- Age (including the age of those to whom he or she is very closely associated, e.g., a spouse)
- Disability

Reasonable Accommodation for Persons with Disabilities

The Firm will consider and implement, any adjustment or accommodation which is reasonable and necessary in order to ensure that any of its partners, associates, staff or clients who have disabilities do not suffer a substantial disadvantage when compared to nondisabled persons due to such disability or, as the case may be, to reduce such substantial disadvantage so far as reasonably possible.

The Firm will keep under review the effectiveness of any adjustments made and/or re-review the reasonableness of any decision to make or not make an adjustment in particular cases, as events or circumstances may alter over time.

The cost of any such reasonable accommodation made shall be borne by the Firm.

Equality Awareness Policy

In order to ensure that the commitments set out in this Statement are understood and adhered to, the Firm has adopted a training and awareness programme. The programme is aimed at ensuring all partners, associates, staff and others whom the Firm engages on a regular basis to provide services within its London offices are aware of such commitments, and have sufficient knowledge and awareness of equality and diversity (including the issues of Discrimination, Victimisation and Harassment), so as to enable them and the Firm to comply with and fulfil those commitments. This programme will be repeated and updated as regularly as is considered by the Firm to be necessary to ensure all those to whom it applies receive it, and that any material changes in law or best practices are also appropriately communicated.

General Law on Discrimination

This Statement is not intended to be a substitution for the general law on discrimination in the UK that applies to the Firm, and which it continues to adhere to in all respects. Rather, the purpose behind this Statement is to build upon and supplement the general law, thereby assisting the Firm in achieving a higher standard in the areas of equality and diversity than the general law demands.

Updating and Evaluating This Statement

In addition to the training and awareness programme set out above, the Firm recognises that the commitments set out in this Statement may not be as effectively implemented unless a system for regular update and evaluation (including the monitoring of adherence and awareness of those to whom this Statement applies), and/or an effective disciplinary and complaints process is put in place.

The Firm has therefore appointed the following persons and charged them with the particular responsibility for these areas of concern:

Simeon Spencer	Partner, Head of Employment, Counsel to the London office simeon.spencer@morganlewis.com
Jackie Sillis	Director, Head of Human Resources (London) jsillis@morganlewis.com

Complaints of Violation of This Statement

Where any person or group of persons covered by this Statement considers that he, she or they are suffering by reason of any violation of this Statement or are aware of some other such person so suffering, such person or persons should approach either or both of the Firm's appointed representatives. Any complaint received will always be treated with the utmost seriousness and will be investigated as appropriate. Any appropriate resolution, which may include any one or more of the following, will be confirmed as soon as practicable:

- i) Written decision upholding or rejecting the complaint and the summary reasons
- ii) Remedial action
- iii) Disciplinary action
- iv) Update or amendment to this Statement or any other relevant Firm policy or practice
- v) Further training and awareness to appropriate persons
- vi) Disengagement of any person or entity by the Firm.

Definitions

“Discrimination” means treating one person less favourably than another by reason of a ground or characteristic set out in this Statement; applying a provision, criterion, practice, requirement or condition to all persons but which has the effect of placing a person or group of persons who have one or more of the characteristics set out in this Statement, at a disadvantage where such provision etc, is not otherwise justified.

“Harassment” means subjecting a person to unwanted conduct of a physical, non-physical, verbal or non-verbal nature relating to a ground or characteristic set out in this Statement, and which conduct creates for that person an intimidating or hostile environment or otherwise violates that person’s dignity.

“Victimisation” means where a person is treated less favourably or is otherwise personalised or retaliated against because that person has asserted a right not to suffer discrimination; and/or, assisted another person to assert a right not to suffer Discrimination; and/or, has given evidence to an Employment Tribunal or court relating to an assertion by any person not to suffer Discrimination.