

Our Equality, Diversity, Inclusion & Participation Statement of Principles

Our values lead us to an EDIP statement of principles (“**Principles**”) that set forth the foundation for what:

- anybody coming into contact with Wiggin can expect from everyone at the firm;
- Wiggin expects of all its people; and what
- Wiggin will do to encourage, support and, if necessary, enforce the Principles.

The Principles are:

1. **Equal treatment** – we will ensure that everyone is treated equally in dignity, respect and consideration.
2. **Non-discrimination** – we will not tolerate direct or indirect discrimination in any form.
3. **Positive action** – we will adopt a range of measures seeking to overcome past disadvantage and accelerate progress towards equality of particular groups.
4. **Accommodation and celebration of difference** – we will provide reasonable accommodation for the different capabilities of individuals, and where appropriate celebrate our differences as an aid to equality and education.
5. **Education** – we will educate ourselves about the meaning of equality, and about the experience, cultures and concerns of different groups and create an environment where EDIP issues can be freely discussed.
6. **Monitoring** – we will collect and publicise information, including relevant statistical data, in order to identify inequalities, discriminatory practices and patterns of disadvantage, and to help us analyse the effectiveness of measures to promote equality.
7. **Enforcement** – we will enforce our policies and processes that promote EDIP, without fear or favour.

These Principles apply to all our people throughout their time with Wiggin, including the recruitment and induction process, during our day-to-day work, when we train, when we socialise and communication inside and outside of work. It also applies with enhanced rigour to our promotion processes – how you get considered for promotion, what process is then adopted, the support you get when you have been promoted, and the support you get when you haven't.