



BOWER COTTON HAMILTON

Est. 1818

STATEMENT ON EQUALITY AND DIVERSITY

1. Equality and Diversity

Bower Cotton Hamilton LLP is proud of its cultural diversity and commitment to achieving an environment that provides equality of opportunity to all, where everyone has the opportunity to realise their full potential in a culture that is transparent and free of discrimination and harassment. We strive to provide and maintain an inclusive, supportive, empathetic, and pleasant workplace.

2. Clients

We treat all clients equally and fairly, and we do not discriminate against them in any way. Taking into account the diversity of the communities we serve, we will also, whenever possible, take measures to promote equal opportunity in terms of access to the legal services we offer.

3. Suppliers

We adhere to the equality and diversity principles in all of our procurement practises and procedures. We expect our chosen contractor or vendor to demonstrate that it has effective policies and procedures in place to ensure equality and diversity.

4. Diversity and Inclusion

The Firm has signed the Law Society's Diversity and Inclusion Charter, which requires us to conduct a regular diversity survey, submit the results to the Solicitors Regulation Authority, and make the data publicly available.

5. Recruitment and Selection

Regardless of age, sex, gender reassignment, marital/civil partnership status, race, nationality, caste, disability, religion or belief, or sexual orientation, all applications will be evaluated based on their applicant's merits relative to the job description.

The job description will include objective, lawful requirements for the duties and responsibilities of the vacant position.

The firm is a limited liability partnership, whose members have approved this statement.

Daniel Rivers

Daniel Rivers
Managing Partner