



# Diversity and Inclusion Policy

## Statement of Principle

Fairness, respect, equal access and opportunity are fundamental pillars of principle in the legal profession. Accordingly, KSB's diversity and inclusion policy reflects such core values of our profession and we are fully committed to the goal of diversity and inclusion in the workplace. Everyone at KSB has a duty to act in accordance with the principles of this policy and must treat colleagues and third parties in a respectful, inclusive and non-discriminatory way.

Our firm aims to be a natural choice for talent, a true meritocracy where all can achieve their full potential, in an inclusive work culture that promotes equality, mutual respect and embraces diversity. We understand and value that "talent" comes in many forms. We aim to be a supportive and inclusive employer.

We are committed to preventing any form of discrimination and encouraging diversity and providing equal opportunities for all. We recognize that diversity and inclusion make for a broader, richer environment which produces more creative thinking and reflects the world around us, including our many diverse clients.

## KSB Diversity Statement and Equality

Diversity at KSB means inclusion of employees and colleagues with different characteristics of sex, sexual orientation, gender identity/expression, age, race, religion, cultural and ethnic background, pregnancy or maternal status, physical disability, nationality and other unique attributes that do not interfere with effective job performance and superior client service.

Everyone at KSB and third parties with whom the firm deals will be treated fairly and consistently and without discrimination regardless of the above characteristics. We fully support those who wish to self-identify in matters of diversity. We also fully support those who wish to uphold their right to privacy and will maintain confidentiality.

## Diversity and Inclusion in Action at KSB

Our approach to diversity and inclusion is as follows:

- We welcome applications for employment from a diverse range of individuals and candidates are treated fairly and equitably at all stages of the recruitment and selection process
- All members of the firm are given appropriate access to training and development opportunities to enable them to progress on merit within the firm

- We are generally free to decide whether to accept instructions from any particular client, but any refusal to act will not be based upon the characteristics of the prospective client
- Client legal work at KSB is assigned to lawyers based on their professional skills, ability and experience to best meet the needs of the client
- We monitor the diversity of our firm and our major processes on an ongoing basis, within the context of the Czech Republic market and jurisdiction, in order to assess the effectiveness of this policy and to ensure that our practices are fair and non-discriminatory

Any questions, complaints or other matters arising from KSB's Diversity and Inclusion Policy may be discussed with our Diversity and Inclusion Officer.