

HERBERT SMITH FREEHILLS IS THE FIRST CORPORATE LAW FIRM TO SIGN THE CHARTER OF LGBT COMMITMENT SPONSORED BY L'AUTRE CERCLE

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News

The Charter of LGBT Commitment sponsored by *l'Autre Cercle* offers a formal framework for policies to promote diversity and prevent discrimination. The Charter was designed by companies that wanted the subject to be included in their diversity policies.

L'Autre Cercle is an association created in 2012 to combat discrimination based on sexual orientation and gender identity. In the Charter, signatory companies or organisations make a commitment to:

- Creating an inclusive environment for LGBT people;
- Ensuring that everyone has equal rights and receives equal treatment irrespective of their sexual orientation and sexual or gender identity;
- Supporting those who have been victims of discriminatory statements or actions;
- Measuring progress and sharing good practices to encourage changes in the overall professional environment.

Diversity promotion is a key value in the culture of Herbert Smith Freehills offices around the globe. The firm has received awards from a number of independent organisations. In particular, it was recognised in 2016 by Stonewall, the largest LGBT rights organisation in the UK, as one of the 10 best employers for LGBT-inclusive environments. Justin D'Agostino, partner and Global Head of the Disputes practice, has been included year after year in the Top 100 of model LGBT executives in the Financial Times rankings.

Managing Partner, Hubert Segain said: "We are happy to be the first corporate law firm to sign the Charter. Our signature reflects the firm's commitment to an open-minded and fulfilling professional setting that is inclusive and respectful of all people, in all their diversity, regardless of sexual orientation or gender identity. I would like to thank everyone at Herbert Smith Freehills for their day-to-day contributions to this open culture, of which we are rightly proud."

Rebecca Major, EMEA Diversity Partner and Paris corporate partner said : "It's great to join some of our key clients in Paris (BNP Paribas, EDF, Engie, Areva, Axa, Gecina, Total, Veolia, Sanofi, Sodexo etc..) in showing that we actively and openly support an inclusive environment for LGBT people in the Paris office."

Catherine Tripon, spokesperson for *l'Autre Cercle* added: "I would like to thank Herbert Smith Freehills for its ongoing efforts to develop these policies to promote diversity and prevent discrimination."

About Herbert Smith Freehills

Operating from over 26 offices across Asia Pacific, EMEA and North America, Herbert Smith Freehills is at the heart of the new global business landscape providing premium quality, full-service legal advice. We provide many of the world's most important organisations with access to market-leading dispute resolution, projects and transactional legal advice, combined with expertise in a number of global industry sectors, including energy, natural resources, infrastructure, technology and financial services. www.herbertsmithfreehills.com

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If you have any questions, or would like to know how this might affect your business, phone, or email these key contacts.



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