

# HERBERT SMITH FREEHILLS RANKED FOR THE 10TH CONSECUTIVE YEAR AS ONE OF THE BEST EMPLOYERS FOR LGBT STAFF IN STONEWALL TOP 100 UK

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Firm news

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Herbert Smith Freehills has been ranked as one of the best employers in the UK for Lesbian, Gay, Bisexual and Transgender (LGBT) staff in Stonewall's annual Top 100 Employers list for the 10<sup>th</sup> consecutive year, one of only two law firms to have achieved this.

The annual ranking celebrates the pioneering efforts of leading organisations to create inclusive workplaces. Herbert Smith Freehills was ranked 33<sup>rd</sup> in the Top 100 Employers list, a powerful evidence-based benchmarking tool used by employers to assess their achievements and progress on LGBT equality in the workplace. The Index ranks firms on the basis of their performances across ten areas of employment policy and practice, from training to community engagement, including employee feedback. This year a total of 16 law firms have been featured in Stonewall's Top 100 list.

In addition to the Top 100 ranking, The Herbert Smith Freehills' IRIS Network (Inclusion Respecting Identity and Sexuality) was awarded Stonewall's 'Highly Commended Network Group' accolade for their outstanding work across the organisation. The commendation recognises the fantastic efforts of only the top performing network groups. Some of the networks achievements and activities over the last year include; the annual LGBT summer party, a key client event, hosting a talk with LGBT rights campaigner Caleb Orozco about his battle to overturn anti-gay laws in Belize, and working closely with LGBT charities to provide pro bono support.

Ian Cox, Regional Managing Partner UK, US and EMEA, said:

"We are delighted to receive this recognition for the 10th consecutive year for our commitment to LGBT inclusion. Diversity and inclusion are fundamental to our business and our continued commitment to these values remains a long term priority for the firm."

Darren Towers, Executive Director, Stonewall said:

"Herbert Smith Freehills and all those who have made this year's Top 100 Employers list have done a fantastic job. Taking part in our Index shows real commitment to understanding and advancing LGBT equality. This year, for the first time, the Index looked at what employers were doing for trans equality in the workplace. This work is crucial. We recently published LGBT in Britain: Trans Report, which revealed the profound inequality facing trans people in Britain today. Half of trans people have hidden their identity at work for fear of discrimination. This must change and it's encouraging to see so many organisations make a commitment to trans equality. With their support and hard work we can create a world where all lesbian, gay, bi and trans employees are welcomed and accepted without exception."

### **About Herbert Smith Freehills**

Operating from 27 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. The firm provides 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 Banks, Consumer products, Energy, Financial buyers, Infrastructure & Transport, Mining, Pharmaceuticals & Healthcare, Real estate, TMT and Manufacturing & Industrials.

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