

SHINING A #PURPLELIGHT ON DISABILITY

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Firm news

To mark #PurpleLightUp 2021, which focuses on the economic contribution made by disabled employees, Herbert Smith Freehills is today launching a new Global Adjustments Commitment across its global network.

Building on the firm's ongoing efforts to prioritise disability inclusion, the new commitment combines the importance of championing disability with tangible actions that will improve working conditions for any individual with a disability.

Recognising that individual employees have personalised needs, the Commitment ensures that tailored adjustments can be made to working environments, whether these are physical or non-physical. Examples include the provision of alternative or additional equipment, technology or software, adjustments to work processes or variations to annual leave entitlements.

"Our commitment to ensuring a diverse and inclusive culture throughout the firm remains steadfast and it is only by embracing our differences – and what makes each of us unique – that allows us to achieve better outcomes for our people and our clients in a fast changing world," says Justin D'Agostino, CEO of Herbert Smith Freehills.

He adds: "There are almost 400 million individuals with disabilities across the globe* but if employers fail to create environments conducive to their needs they risk losing out on vast swathes of untapped talent. By recognising the power of diversity and inclusion we believe we will be in a better position to drive innovation, collaboration and better business decisions – but, above all, by leading for inclusion through our new Commitment, we will be enabling our people to be their unique selves every day."

The new Commitment follows previously announced partnerships with Purple Space, Valuable 500 and IncludeAbility.

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