

2023

Diversity & Inclusion at Loyens & Loeff



Diversity & Inclusion at Loyens & Loeff

We rely on our people for the quality of the services that we provide. It is only when our people have the freedom to be themselves that they can reach their full potential and provide the best service to our clients. This is why we create an inspiring work environment with equal opportunities for everyone. Tell us what drives you, show us where you're headed.

Loyens & Loeff is committed to being both a great place to work and a great firm to do business with. Our Code of Conduct sets out principles that guide us in acting within or on behalf of the firm. It is intended to give guidance in making the right decisions so that we can fulfil our responsibilities to our people, our clients and our organization in the best way possible. Underpinning the Code of Conduct are our three shared core values - people centred, trusted as a partner and professional.

Our people-centered value

Our people-centered value states that we create an inspiring, inclusive and fun place to work where we can all reach our full potential. This value underlies our commitment to Diversity & Inclusion. Our people are the greatest assets we have, and we rely on them for the quality of the services that we provide. It is only when our people have the freedom to be themselves that they can reach their full potential and provide the best service to our clients. This is why we work hard to create an inspiring work environment that is dynamic and challenging but also inclusive, flexible and supportive. An environment where everyone, regardless of their origin, religion, gender, sexual orientation, disability or cultural background, feels at home and has equal opportunities to reach their personal goals. We are working hard to integrate a culture of inclusiveness into all our processes from recruitment and training to culture change and leadership development.

Committee on Diversity & Inclusion

Diversity & Inclusion isn't about words, but rather about actions. Our Committee on Diversity & Inclusion (established in 2008) sets specific targets and organises activities each year to promote Diversity & Inclusion within Loyens & Loeff. More information on the actions the Committee has implemented can be found under 'Implementing change within our firm'.

Diversity, Equity & Inclusion network

Diversity & Inclusion within Loyens & Loeff is important to everyone within our firm. That is why, we have a Diversity, Equity & Inclusion network that has been established to help bring change and support Loyens & Loeff in becoming a safer, more inclusive, equitable, and diverse environment for all its employees - present and future. The DEI network consists of a diverse group of employees from different positions, offices, and backgrounds and anyone who is interested in contributing and participating can become a member of the Network.

It's about actions

Actions are needed to create change, which is why we have committed ourselves to working with partners who think Diversity & Inclusion is as important as we do. Our partners challenge, inspire and encourage us to think outside of the box and use their expertise to help make Loyens & Loeff the inclusive firm we want to be.

Partnerships

Chambers D&I Charter

Loyens & Loeff has signed the 'Chambers Diversity & Inclusion Charter' and by doing so we are making a public pledge to address the root of inequality in the workplace by committing to the following D&I principles:

- we believe in a diverse and inclusive legal profession;
- we have or will establish a D&I strategy to build a diverse and inclusive workplace culture;
- we will implement our D&I policies across our teams and our wider ecosystem;
- we aim to attract, recruit and promote diverse talent and set appropriate targets as required;
- we will annually review our D&I strategy and policies;
- we will appoint an executive leader as a charter champion.

Talent to the Top Charter

The Talent to the Top Charter aims to promote the influx, flow and retention of women 'at the top' and embraces the declaration of intent for 'Diversity in the legal profession'. Loyens & Loeff signed the Charter in 2008 and has the ambition to achieve 30% female partners in 2025.

Legal Diversity & Inclusion Alliance (LDIA)

Loyens & Loeff is one of the founding members of LDIA (Legal Diversity & Inclusion Alliance). Member firms affirm their commitment to creating a diverse and inclusive work environment, exchange best practices on Diversity & Inclusion, and raise awareness of non-discrimination and diversity issues by combining efforts in organising events, workshops, and training, among others.

ECHO Foundation

Loyens & Loeff is an active partner of the ECHO Foundation (Expertise Centre on Diversity Policy). ECHO collaborates with partners in (higher) education, the public sector and the corporate sector to strengthen diversity and inclusion within these organisations and use their experience, expertise and network to help organisations develop and implement effective and sustainable policies in these areas. Loyens & Loeff participates annually in the ECHO Award and uses ECHO to facilitate training courses about Diversity & Inclusion for the firms recruiters, employees and partners.

Stichting Forward

Loyens & Loeff is a 'Friend' of Stichting (Foundation) Forward. Forward has the aim to encourage acceptance, validation and visibility of lesbians, homosexuals, bisexuals and transgender ('LGBTs') within the Dutch legal profession. With this, FORWARD aims to promote an inclusive environment for all legal professionals, independent of sexual orientation or (gender) identity.



The Talent to the Top Charter aims to promote the influx, flow and retention of women 'at the top' and embraces the declaration of intent for 'Diversity in the legal profession'.



Giving our talented female associates the opportunity to develop their skills is an important focus point for our firm.



Bridges

Loyens & Loeff is one of the founding firms of Bridges Network, an idealistic organisation that aims to bridge the gap between law students with a bicultural background and the top law firms in the Netherlands. Bridges Network is an initiative that is not associated with any law firm and its purpose is not recruitment but to organise events for law students who do not have the right network to come into (informal) contact with the top law firms. Bridges also wants to empower students and show them that the legal profession offers many more avenues than they might perhaps have considered, including working at a large (international) law firm.

Stichting Lequal

In 2023 Loyens & Loeff became one of the founding firms of Stichting Lequal, a new foundation dedicated to promoting cultural and intersectional diversity within the Dutch commercial law practice. Stichting Lequal was born out of a recognition of the necessity to make the legal profession more open and inclusive to people with a multicultural background. Stichting Lequal is dedicated to promoting cultural and intersectional diversity within the legal profession and aims to question and challenge the current norms within the profession that do not reflect cultural diversity in society yet.

Implementing change within our firm

Debias training

Biases are thoughts and ideas that form our internal framework, how we look at the world and how we interpret it. We all have biases and in general biases are generally adaptive for us since they help us to make sense of the world. However, we have to ensure that biases don't make it harder for certain people to advance within the firm. That is why we regularly encourage meaningful conversations about biases and how they influence our thinking and decision making.

We also give people who are involved in the start and development of a person's career, like recruiters and partners a debias training. This training makes people aware of their own biases and the behaviours resulting from these biases. This way everybody gets a fair chance to advance within the firm. By knowing our biases and curbing them, we can all support the building of an inclusive and supportive culture. To further support meaningful conversations about our biases we have some helpful tools available of which the 'fly on the wall' is an important one.

Fly on the wall

We are aware that Diversity & Inclusion within our firm can only be addressed if people are aware of their underlying unconscious biases. Therefore, we trained a group of our partners to become a fly on the wall. A fly on the wall is present during decision-making meetings without actively participating, with the goal to observe meetings, gain insight in possible biases in procedures and to increase awareness of the biases people have.

Programs to develop skills

People development, and the development of great leadership skills, is high on the firm's agenda and something that is actively promoted within Loyens & Loeff. Our learning and development platform offers several leadership programmes for everyone within our firm. Giving our talented associates the opportunity to develop their skills is an important focus point and through coaching and participating in mentoring programmes our talented associates get the chance to develop their skills and build their network. We find this important because personal development is not only a great investment in people, it is also central to building great diverse teams, to effective collaborations and to providing high quality services to our clients as their trusted partners.

Engagement survey

Our firm regularly uses engagement surveys to hear from our people what they find important when it comes to topics such as Diversity & Inclusion and to give us insight into the degree that our people feel motivated, empowered and energized to perform at their best.

It is only when our people have the freedom to be themselves that they can reach their full potential and provide the best service to our clients.





One Firm: Law & Tax, we are proud of the unique service we offer multinational enterprises, financial institutions, investors and High Net-Worth Individuals from our home markets of the Netherlands, Belgium, Luxembourg and Switzerland. With offices in key financial centres and a global partner network, we reach out and support you wherever you need.

As a leading law firm in continental Europe, we have a particular focus on Private Equity & Funds, Real Estate, Life Sciences & Healthcare and Energy & Infrastructure. We integrate tax, civil law and notarial expertise to support you with smart and efficient solutions through advice, transactions and litigation.

As a trusted partner, the best advice is not just about expertise, but also about cultivating an in-depth understanding of your business and finding the best solution for you. This commitment is fundamental to our success.

Join us in going **Further. Better. Together.**

Amsterdam, Brussels, London, Luxembourg, New York, Paris, Rotterdam, Tokyo, Zurich