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PRESS STATEMENT

Clifford Chance Luxembourg signs The Diversity Charter Lëtzebuerg

Leading international law firm Clifford Chance runs numerous programmes and initiatives aimed at promoting inclusion, diversity and wellbeing. To find ever better solutions to its clients' most important challenges, Clifford Chance has set a target for gender balance, and made commitments around ethnic diversity, development and resilience.

As part of this commitment, on 26 September 2019, Clifford Chance signed The Diversity Charter Lëtzebuerg, a national initiative led by a private public partnership and run by IMS Luxembourg (Inspiring More Sustainability). It groups private and public companies, associations and administrations within its network.

The aim of The Diversity Charter Lëtzebuerg is to encourage Luxembourg-based companies to respect and promote diversity with concrete actions going beyond legal and regulatory non-discrimination requirements. By signing the Charter, signatories undertake in particular to inform, train and engage decision-makers and employees regarding issues related to diversity as a source of social enrichment and cohesion, to draw up and ensure the practical implementation of a diversity policy, and to assess and communicate the impacts of this policy on a regular basis.

"This initiative is a testament to our commitment to fostering a diverse and inclusive culture", said Steve Jacoby, Managing Partner at Clifford Chance Luxembourg, "Building a culture on an open and transparent foundation, that encourages individuals to contribute ideas freely at all levels, is critical not only to maintain an engaged workforce, but meet our clients' expectations".

Katia Gauzès, Partner Corporate, added: *"As a woman in a leadership position, I'm proud to drive engagement and encourage other women to always forge ahead and reach for more".*

Many Clifford Chance employees are involved in internal diversity networks aimed at promoting inclusion for our people regardless of their gender, sexual orientation, or ethnicity. This week, [the firm has signed](#) a partnership with The Women's Forum for the Economy & Society (WEFCOS), a leading platform featuring women's voices, views and values on major social and economic issues.

About The Diversity Charter:

The Diversity Charter is a commitment text which any Luxembourg company or organisation can sign in order to express its commitment to promoting diversity by concrete actions that go beyond legal and regulatory obligations of non-discrimination. The Charter's objective is to encourage organisations to guarantee the respect and promotion of diversity in their workforce.

The Diversity Charter is an initiative by private and public companies, by associations and administrations grouped within IMS Luxembourg (Inspiring More Sustainability).

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About Clifford Chance:

Clifford Chance Luxembourg was established in 2000 and is one of the leading law firms in Luxembourg. With more than 150 professionals, it has a team of 110 lawyers including 10 partners. Experienced in banking and finance, capital markets, corporate and M&A, employment, investment funds, litigation and tax, it advises both international and Luxembourg-based clients, including financial institutions and businesses.

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