Ignition Law Justice, Equity, Diversity and Inclusion Commitment Statement

Our Commitment

At Ignition Law, we believe a fair, inclusive and equitable workplace and society benefits everyone. We're committed to building a culture where every individual is treated with dignity and respect, has equal access to opportunity, and feels genuinely empowered to contribute, succeed and thrive.

Our commitment goes beyond compliance with legal and regulatory requirements. As a Certified B Corporation, we hold ourselves accountable to a higher standard: we believe justice, equity, diversity and inclusion are fundamental to building a stronger business, delivering better outcomes for our clients, supporting our people, and contributing positively to the communities in which we operate.

We embed these principles throughout our organisation and into how we make decisions, recruit and develop talent, serve clients, engage suppliers and support our wider community.

Our People

We will:

- Promote equality of opportunity in recruitment, progression, reward and development.
- Actively remove barriers that may disadvantage individuals from underrepresented or historically excluded groups.
- Foster an inclusive culture where every team member feels respected, valued and able to bring their authentic self to work.
- Support flexible and inclusive working practices that enable individuals to balance their professional and personal commitments.
- Provide a workplace free from discrimination, harassment, bullying and victimisation.
- Encourage ongoing education, awareness and open dialogue on diversity, inclusion and belonging.

Our Clients and Customers

We will:

- Treat every client fairly, respectfully and without discrimination.

Ignition Law is a trading name of Ignition Law Services Limited, which is a company registered in England and Wales under no. 11374200, which is authorised and regulated by the Solicitors Regulation Authority (SRA Number 652709). Any reference to a “partner” means a partner, member, consultant or employee with equivalent standing and qualifications in Ignition Law Services Limited.

- Ensure our services are accessible, inclusive and responsive to the diverse needs of our clients.
- Promote diversity, equity and inclusion in the advice, relationships and partnerships that form part of our work.
- Create an environment where clients, prospective clients and business partners feel genuinely welcomed, respected and valued.

Our Community and Supply Chain

We will:

- Support initiatives that improve access to education, professional opportunities and social mobility.
- Engage with community organisations, charities and programmes that promote inclusion and equal opportunity.
- Encourage responsible and inclusive practices throughout our supply chain and business relationships.
- Consider the social impact of our decisions and actively seek opportunities to create positive outcomes for underrepresented and disadvantaged communities.

Accountability and Continuous Improvement

We recognise that creating a truly equitable and inclusive organisation requires ongoing, measurable action rather than aspiration alone. As a Certified B Corporation, we hold ourselves accountable not only to our own people, but to our clients, suppliers and the wider community as stakeholders in our progress.

To support this commitment, Ignition Law will:

- Regularly review its policies, practices and procedures to identify opportunities for improvement.
- Monitor diversity and inclusion data where appropriate and lawful to help inform decision-making.
- Consider diversity, equity and inclusion as part of strategic planning and business decision-making.
- Maintain leadership oversight and accountability for progress against this commitment.

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- Encourage feedback from employees, clients and stakeholders to help ensure our actions remain effective and meaningful, and report periodically on our progress against this commitment.

Approval

The Partners of Ignition Law have approved this Justice, Equity, Diversity and Inclusion Commitment Statement, which applies across the firm's operations and its relationships with clients, suppliers, business partners and the wider community.

Ignition Law is committed to continuous learning and improvement, and we will review this statement periodically to ensure it stays aligned with our values, our responsibilities as a Certified B Corporation, and evolving best practice.

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