



Report on the People Committee's activities during the year

30 September 2023

Areas of oversight

- Monitoring the Global People Survey action plan and the progress made against the key actions such as wellbeing.
- Overseeing the People Strategy and ensuring it is aligned with the firm's culture and growth plan.
- Monitoring diversity and inclusion targets for both partners and staff.
- Overseeing the firm's 'Black Swan' contingency plans and medium-term succession plan.
- Overseeing staff and partner performance.
- Monitoring partner promotions and the impact they would have on diversity.
- Overseeing the Executive Committee's goals and objectives, particularly those related to people.
- Overseeing the Chair and CEO ratings and remuneration.

Our priorities for 2024

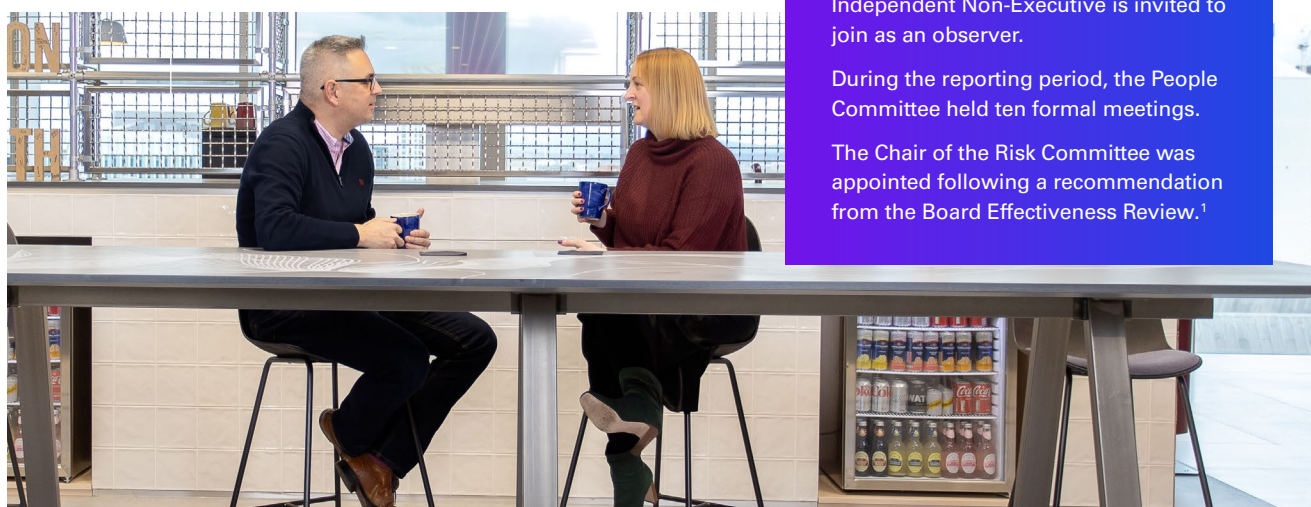
- Continue to oversee People function transformation including the transition to a new Chief People Officer.
- Continue to oversee progress on our diversity and inclusion targets for 2030.
- Continue to consider issues around leadership and succession, wellbeing and workforce planning.
- Monitor Executive Committee objectives and the balance of skills.
- Monitor performance management including the partner scorecard and leadership development in the partnership.

In numbers

The People Committee consists of four members. Additionally, one Independent Non-Executive is invited to join as an observer.

During the reporting period, the People Committee held ten formal meetings.

The Chair of the Risk Committee was appointed following a recommendation from the Board Effectiveness Review.¹



¹ Note that this change took place in November 2022. Following a subsequent review of Board composition, the decision was made to remove the Chair of the Risk Committee as a member of the People Committee, which took effect on 1 October 2023.