

Report on the People Committee's activities during the year

For the year ended 30 September 2024

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 which included the People Transformation plan.
- Monitoring diversity and inclusion targets for both partners and staff and the progress made against the short- and long-term targets.
- Monitoring the culture dashboard and the culture baseline for the merger.
- Overseeing the firm's 'Black Swan' succession plan and forward approach.
- Overseeing review of staff and partner performance.
- Monitoring partner promotions and the impact they would have on diversity. This included overseeing the Partner Balanced Scorecard.
- Overseeing the Equity Partner Pay Principles and Pay along with Salaried Partner promotions to Equity Partner.
- Overseeing the Executive Committee's goals and objectives, particularly those related to people.
- Overseeing the Chair and CEO performance, ratings and remuneration.

Looking ahead to FY25

The responsibilities of the People Committee will be split between the Group Board, UK Board, Group Remuneration Committee and Group Nominations Committee.

In numbers

- The People Committee consisted of three members until 31 July upon which there were two members. Additionally, one Independent Non-Executive was invited to join as an observer.
- During the reporting period, the People Committee held eleven formal meetings.

