

TFT are focused on truly living out the values of a diverse and inclusive culture. We collaborate with others across the property world to support an open and supportive culture where every individual is welcomed and able to flourish.

We have a national Diversity Equity & Inclusion group, with representatives from across the firm, and which all are invited to join. The group has engaged widely with the business to take on views and thoughts on how people perceive TFT with regard to DEI, and suggestions they have for helping us improve. Feedback is then provided nationally on changes being made.

TFT has worked on:

Growth initiatives with schools with a broad catchment and universities to demonstrate the financial support and careers available to support equity of opportunity.

Mental health support and training, to eliminate any stigma associated with mental health and enable full careers with flexible support.

Encouraging and engaging in open conversations on LGBT+ to develop understanding, respect and opportunity

Identifying benefits, policies or practices which may have an age bias.

Creating and reinforcing a sense of belonging where everyone can build positive relationships at work, recognising that inclusion is a whole life experience not just at work.

Encourage participation and active roles in external DEI groups, and provide time to champions to speak to external forums.

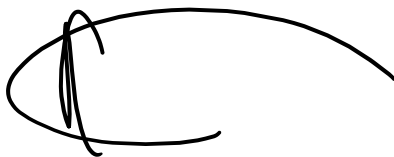
Parental benefits enhancement.

Creating an accessible place to work, becoming a Disability Confident Employer and increasing training and understanding to support the breadth of needs.

We believe that creating a diverse business where all can thrive, provides mutual success and a place in our communities.

Quote from one of our most recent technical graduate placements (Sept 2022)

*“TFT is just an amazing place. I have had conversations at senior management level about gender and sexuality issues, which I did not feel able to have at other workplaces, and I have been asked for suggestions on any steps that could help promotion diversity and inclusion externally”.*

A handwritten signature in black ink, appearing to be 'Christine Keates Lewis', written in a cursive style.

Christine Keates Lewis – HR and Operations Senior Director

For and on behalf of Tuffin Ferraby Taylor (TFT) Ltd

1 November 2023