



FREEBAR CHARTER

Matrix's 2024 Progress Report

Point 11 of the FreeBar Charter commits us to annual monitoring of and reporting on our compliance with the Charter. In line with that commitment, this short report outlines Matrix's progress against the Charter since becoming a signatory in 2021.

To date, since signing up to the FreeBar Charter, we have:

- Publicised our signing of the Charter internally and externally
- Reinforced Matrix's commitment to being an LGBT+ inclusive organisation
- Highlighted the continuing importance of challenging any LGBT+ phobic language or behaviour whether experienced internally or from external parties
- Reminded members, trainees, and staff to speak to one of our EDOs if they have any equality, diversity or inclusion questions or concerns, or to make use of the confidential 24/7 EAP helpline available to all at Matrix
- Formalised our LGBT+ network terms of reference, strategy, and action plan
- Identified local LGBT+ charities to invite to apply to the Matrix Causes Fund for funding
- Reviewed, updated, and publicised our allyship guide
- Added more details about our LGBT+ work and network to EDI inductions
- Hosted the launch of FreeBar's Visibility Project in July 2022
- Created a page on our website about our LGBT+ network, which also links to FreeBar's work
- Held parties in 2023 and 2024 to celebrate LGBT+ diversity among our colleagues friends and clients

Having reviewed our progress, we are confident that we continue to comply with our FreeBar Charter commitments.

This report has been approved by Matrix's LGBT+ Alliance and Management Committee. Any questions about the FreeBar Charter, Matrix's LGBT+ work, or this report should be directed to Chris Smith (chrissmith@matrixlaw.co.uk).
