



The Worshipful Company of Lightmongers

Diversity Charter

We believe that attracting a wider pool of talent to engage with our Livery Company will assist in building a City of London fit for the future.

To support this, We, the Court of the Worshipful Company of Lightmongers will:

- 1) Whilst being conscious of capabilities, consider the gender (sex) and ethnic mix of the Court, when voting on appointments to the Court.
- 2) Whilst being conscious of capabilities, consider the gender (sex) and ethnic mix of committees when voting on appointments to committees.
- 3) Consider how the public image of the Company is perceived in photographs and on social media, when attending City or Livery Company events.
- 4) Seek to introduce new people, from diverse backgrounds, to the Company, for example, through invitations to functions, as speakers or guests etc.
- 5) Consider the diversity of candidates when proposing them for the Freedom of the Company.
- 6) Look out for talented people, from diverse backgrounds, who could make a contribution to the work of the Company and encourage them to consider joining.

A handwritten signature in blue ink, appearing to be "Graham Smith".

Signed by the Master Graham Smith:

12th February 2026