



IPBA ARBITRATION DIVERSITY PLEDGE

Organisations signing the IPBA Arbitration Diversity Pledge agree to promote diversity in general in arbitration and in particular to:

1. Increase the profile and representation of women arbitration practitioners as counsels into their respective arbitration teams;
2. Increase the profile and representation of women arbitrators in arbitration; and
3. Improve the profile and representation of arbitration practitioners below 45 years old (“young practitioners”) in arbitration.

THE PLEDGE

Our organisation is involved in the practice of domestic and/or international arbitration.

We are committed to diversity, inclusion and equal opportunities. We believe women and young practitioners should be included in the arbitration team and there should be appointment of women and young practitioners in arbitration on an equal opportunity basis.

As such, we endeavor to take the following steps to ensure that, wherever possible and practical to do so, and where applicable to us:

- Committees, governing bodies and conference panels in the field of arbitration to include a fair representation of women counsels and arbitrators and young practitioners;
- Nomination list of potential counsels and/or arbitrators or tribunal chairs provided to or considered by parties to include a fair representation of women and young practitioners candidates;
- States, arbitral institutions and national committees to include a fair representation of women and young practitioners candidates on rosters and lists of potential arbitrator appointees;
- Where we have the power to do so, counsel, arbitrators, representatives of corporates, states and arbitral institutions appoint a fair representation of women and young practitioners; and
- Experienced arbitrators in our organisation will support women and young practitioners to obtain appointments and enhance their profiles and practice in arbitration.

We further agree that the name of our organisation may be placed on a public list of IPBA Arbitration Diversity pledgees supporting this objective.

Name of organisation: _____

Person signing on behalf of the organisation: _____
(Name and Title)