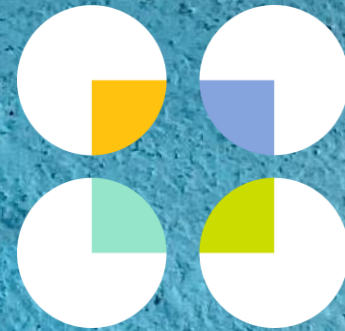


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SNAPSHOT



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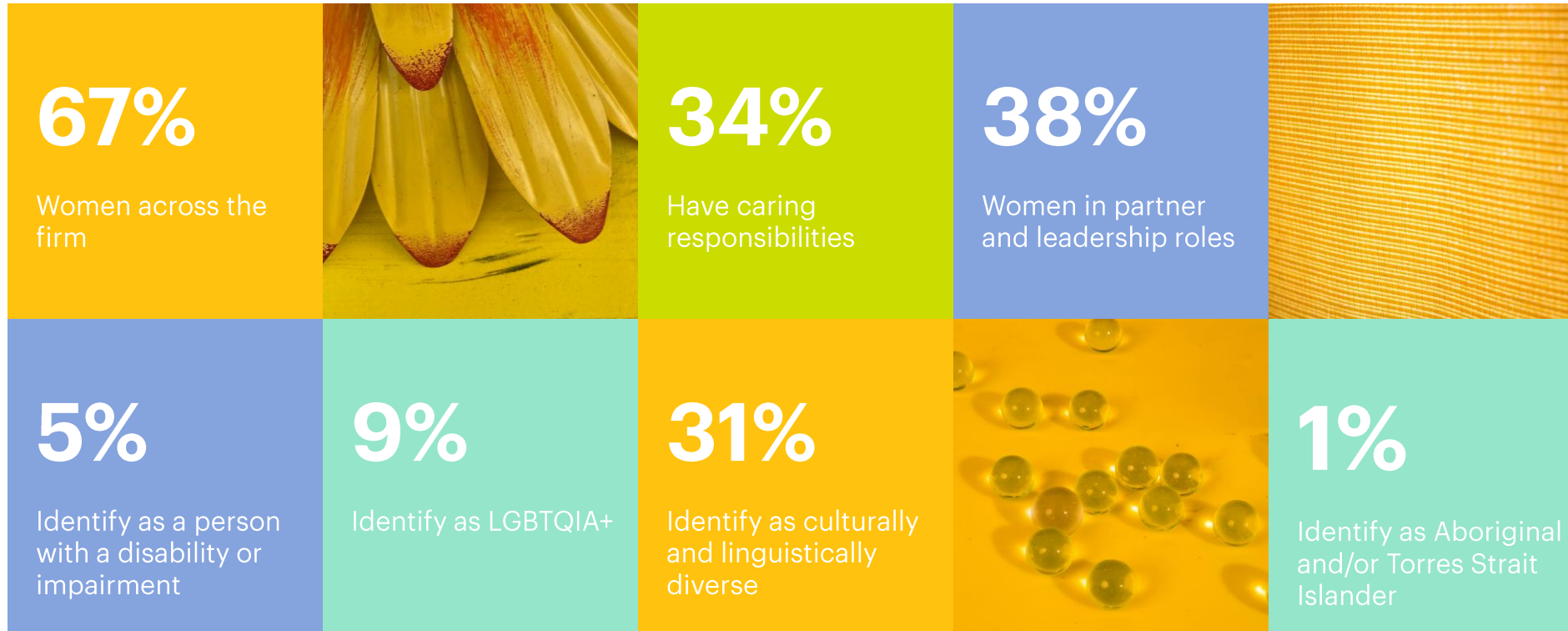
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OUR COMMITMENT

At Turks, we want every person to feel respected, valued and able to contribute. We believe that teams with different backgrounds, experiences and ways of thinking make better decisions, strengthen our service to clients and help us respond to the communities in which we work.

As a firm, we take a practical and personal approach: listening to our people, focusing our resources where they can make a meaningful difference.

Our workforce diversity



Workforce profile as of June 2026.

Identity data is based on voluntary self-identification and disclosure.

Our impact at a glance



"We value this feedback and use it to enhance our people's experience, sustain a high-performance culture, and inform initiatives that promote wellbeing and continuous improvement."

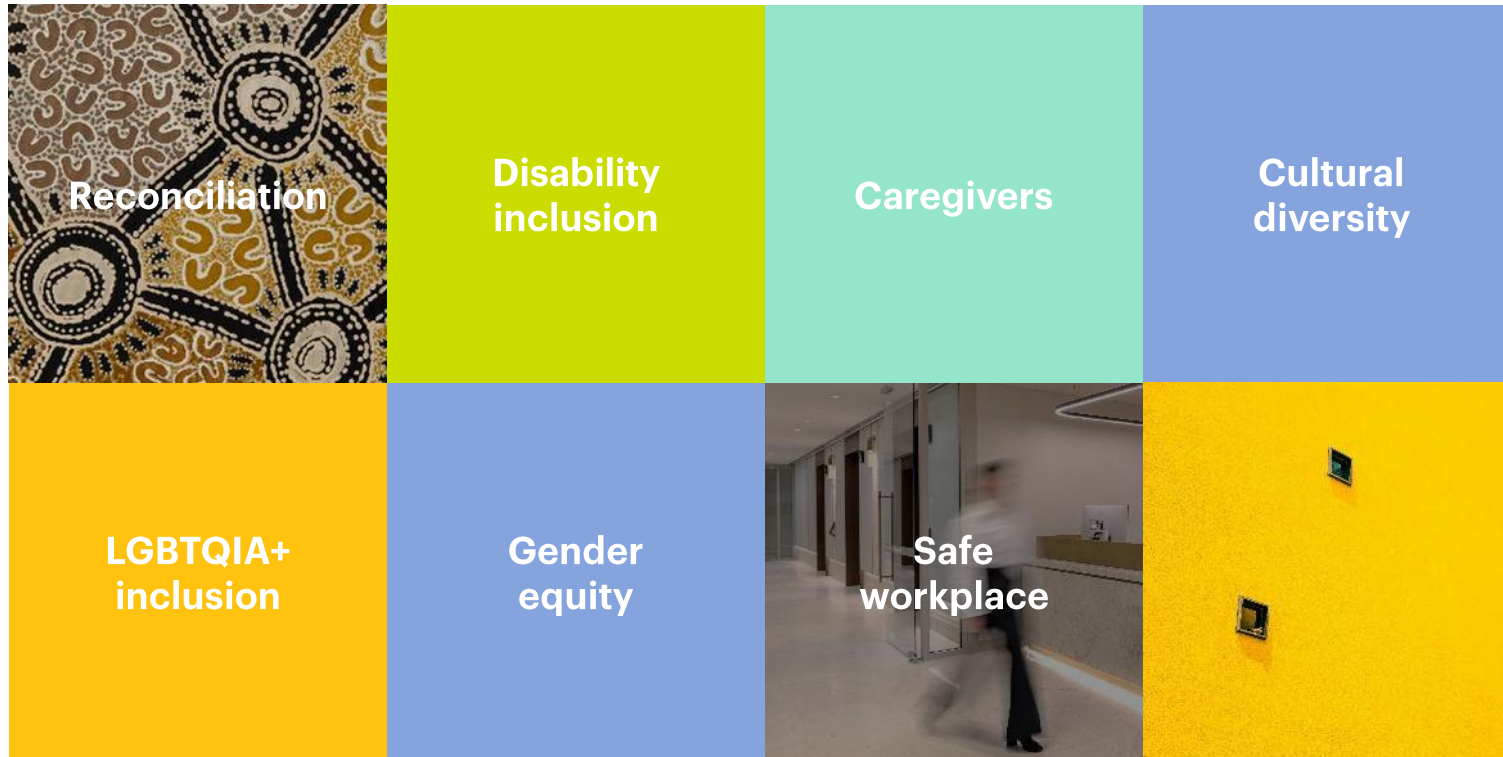
Zoë Leonard
CEO



Our focus

Our approach to Diversity & Inclusion recognises that every individual brings unique experiences and perspectives.

We focus on removing barriers, fostering inclusion and creating equitable opportunities across seven key areas:



Nicole Gazzoli
Head of HR & Operations
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Leo Murray
Partner
Head of the D&I Committee
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We lead with insight.
We never stop learning.
We think ahead.
We embrace innovation.

TOGETHER

We back each other.
We value every voice.
We collaborate openly.
We help people thrive.

INTEGRITY

Turks.

OUR VALUES

ACCOUNTABLE

We own our decisions.
We take pride in our work.
We deliver on our commitments.
We go the extra mile.

BOLD

We speak up.
We tackle challenges head on.
We are courageous & pragmatic.
We find a way forward.



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