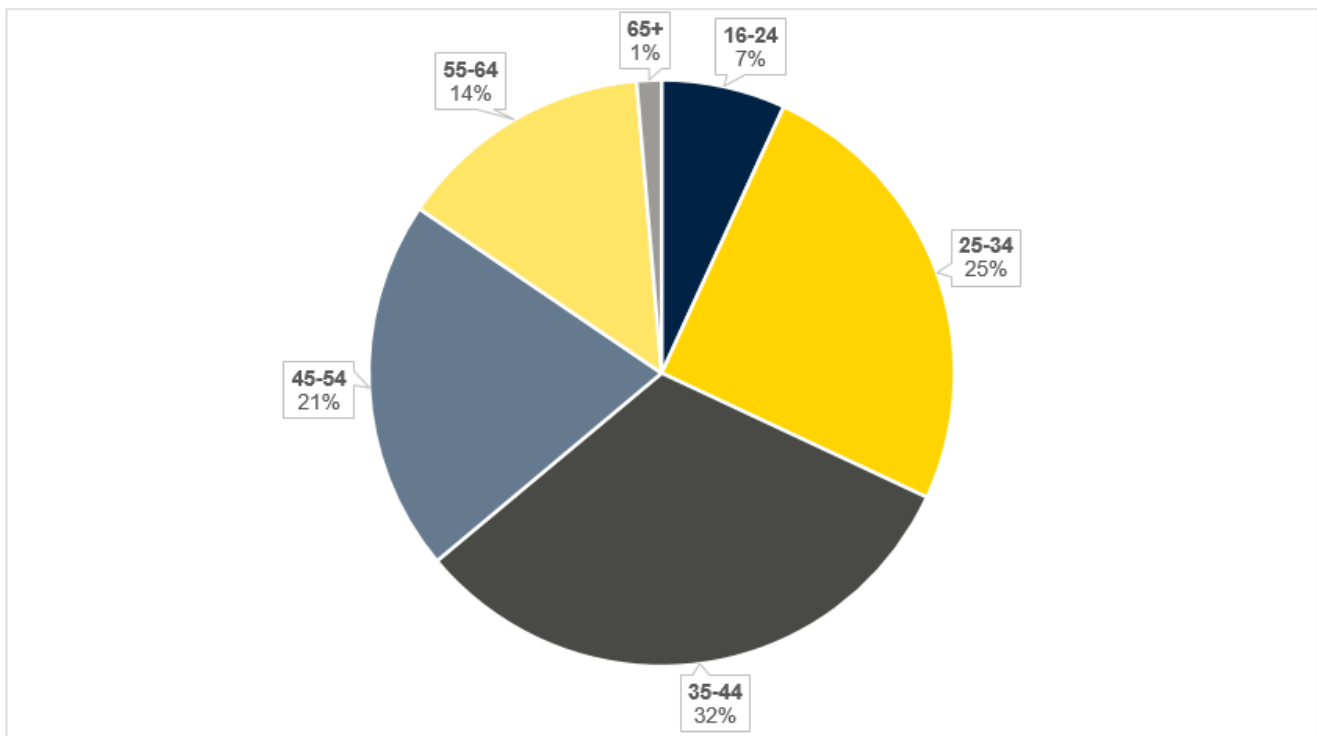


Our Diversity Statistics 2023

In July 2023 we asked our Partners and Employees to complete a diversity survey. In total we received 221 responses, 84% of our Partners and Employees. The survey was completed on an anonymous basis and all information has been analysed in a way that ensures individuals cannot be identified.

Below is a summary of the key statistics from the survey.

Age Distribution of Partners and Employees Across the Whole Firm

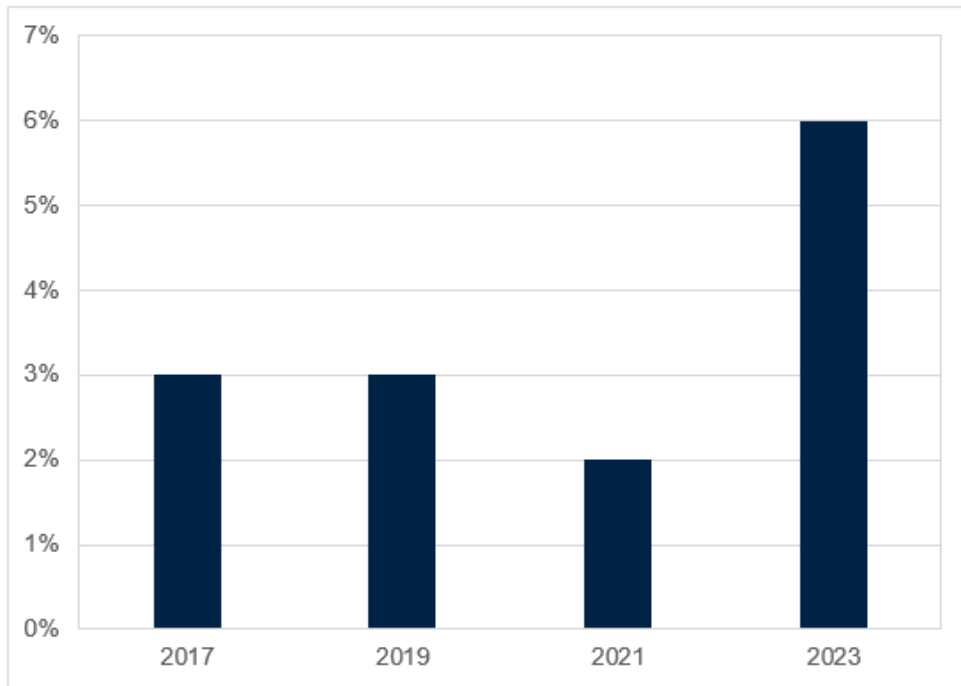


Breakdown by Sex as a Percentage of All Partners and Employees by Role Category

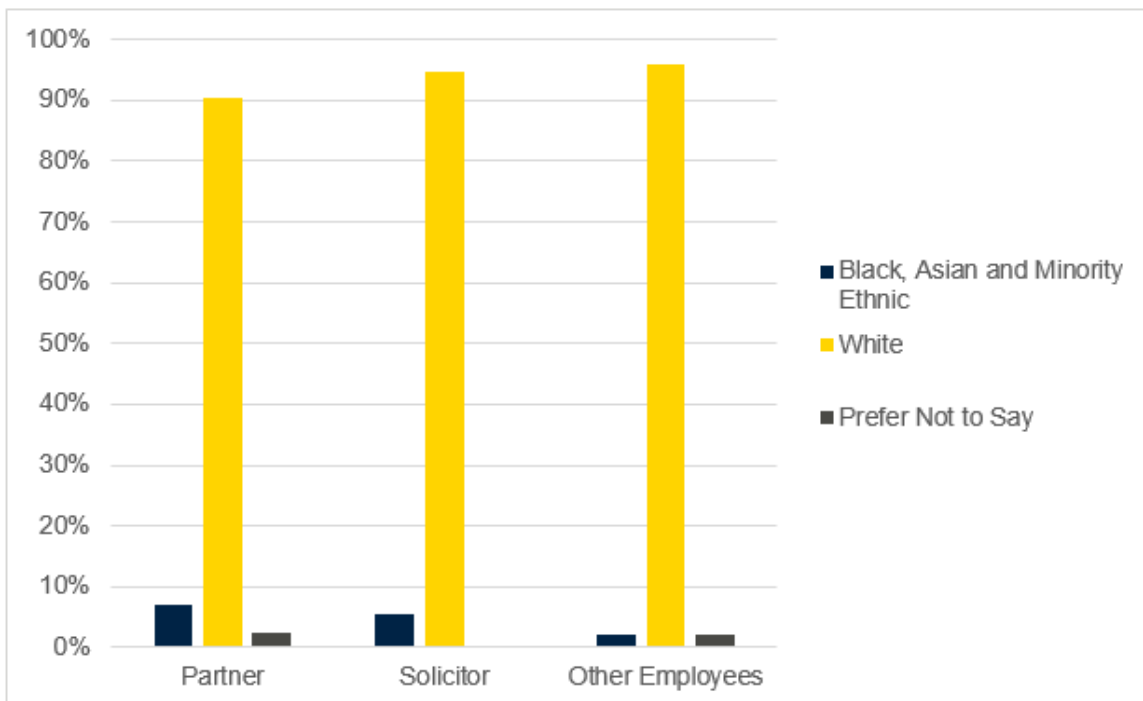
Role Category	Male	Female
Full Equity Solicitor Partners	75%	25%
Salaried or Partial Equity Solicitor Partners	36%	64%
Solicitors	25%	75%
Other Fee Earners	23%	78%
Role Directly Supporting a Fee Earner	1%	99%
Business Services – Managerial	29%	71%
Business Services – Support	13%	87%

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Trends Data Showing Percentage of Partners and Employees Who Are Disabled Between 2017 and 2023

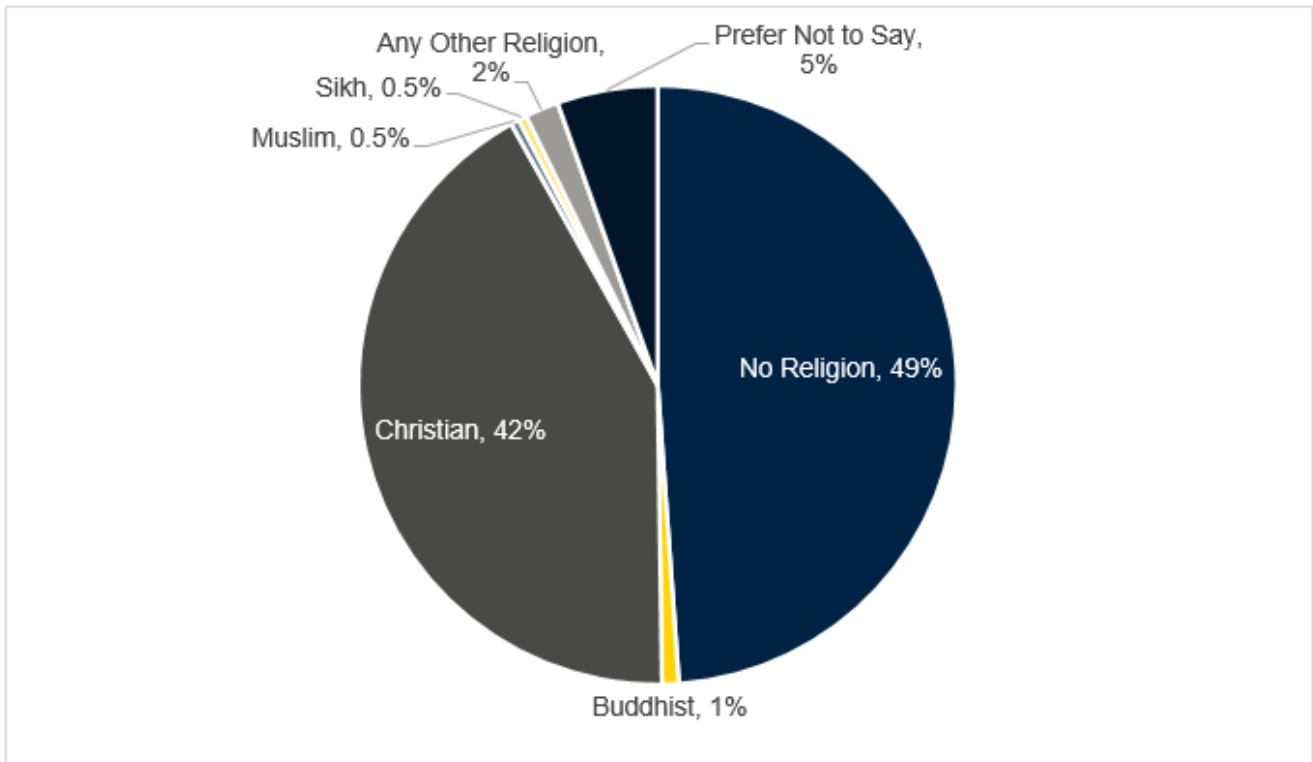


Ethnic Breakdown of Partners and Employees by Role

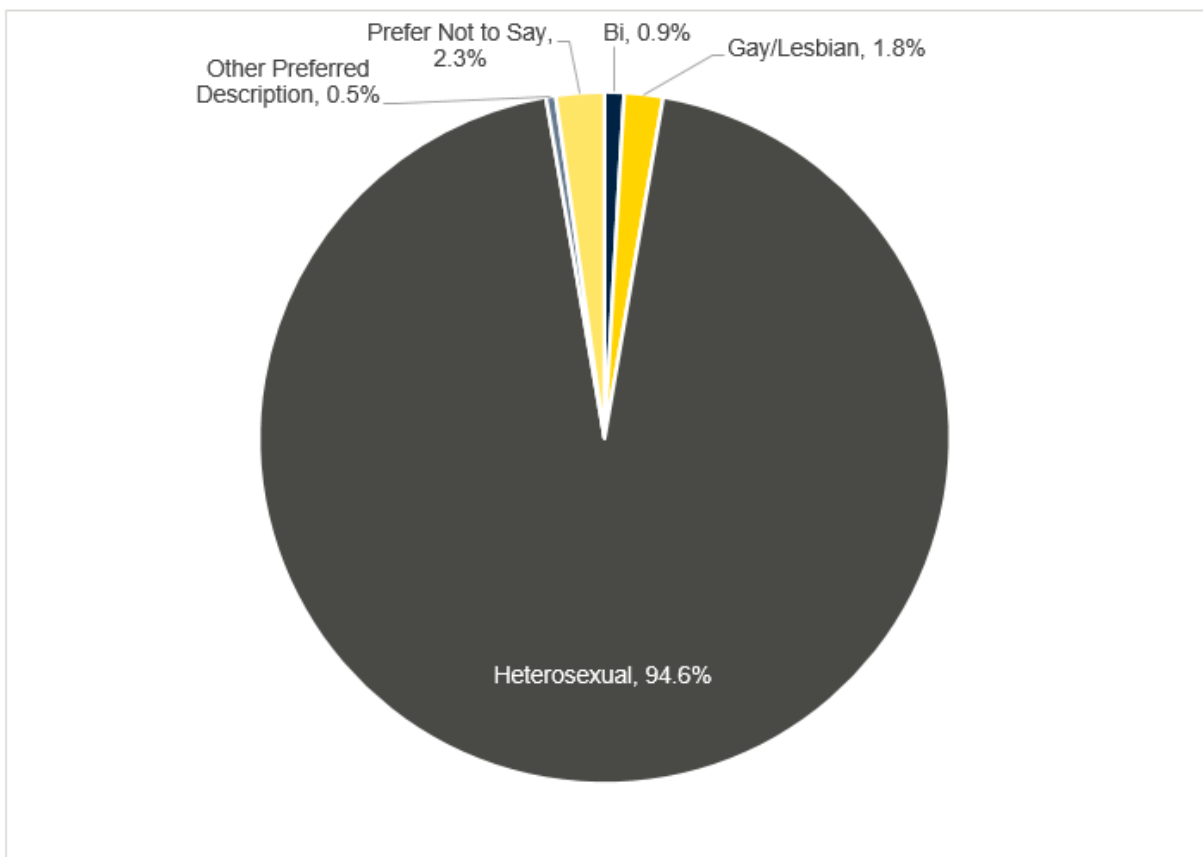


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Religion of Partners and Employees Across the Whole Firm

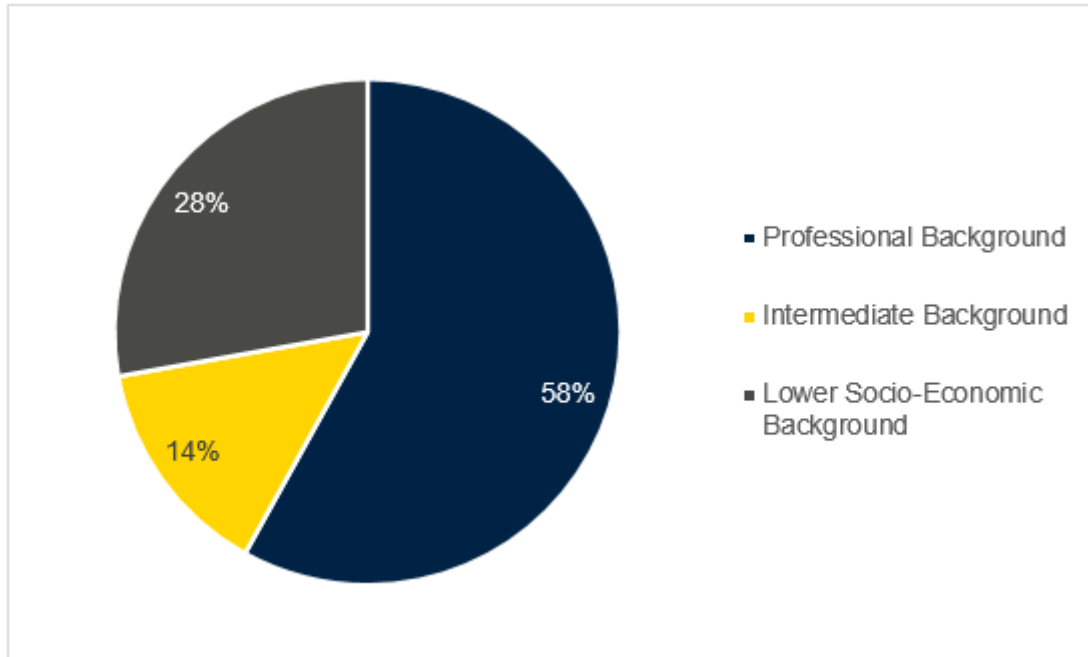


Sexual Orientation of Partners and Employees Across the Whole Firm



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Socio-Economic Background of Partners and Employees Across the Whole Firm



Type of School Partners and Employees attended between the ages of 11 and 16

