

Diversity - UK Statistics 2017

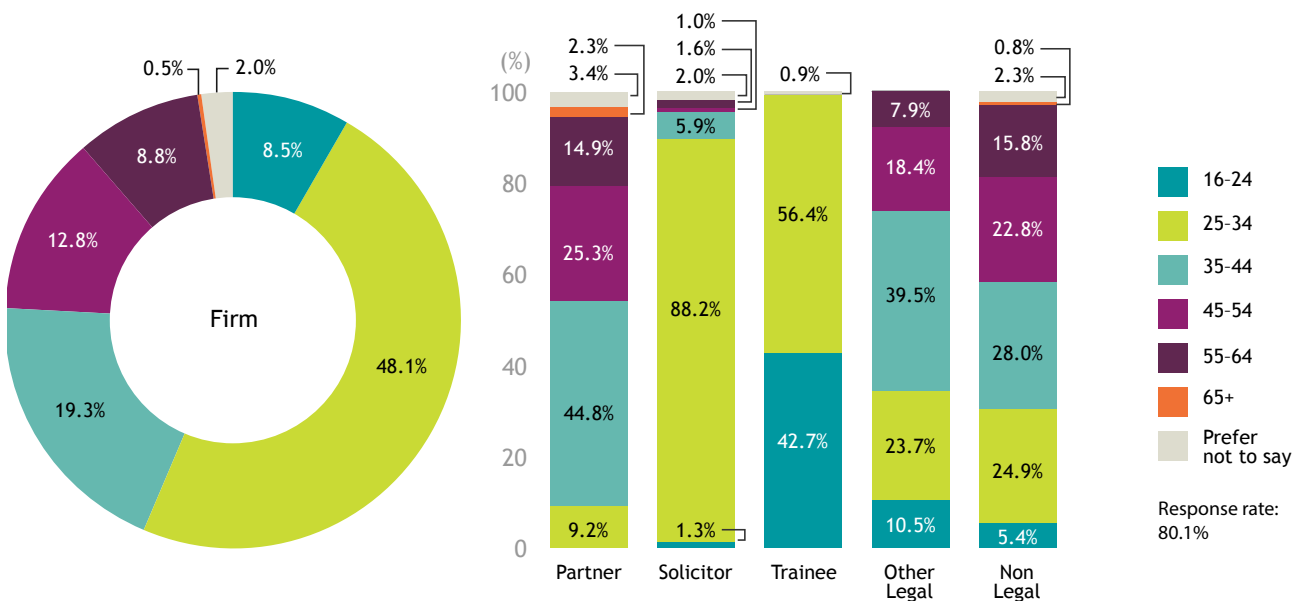
Introduction

Excellence never comes from just one perspective. Our teams are drawn from lawyers from different backgrounds and with different viewpoints. They deliver the best advice for our clients by collaborating to find innovative, commercial solutions. A fully open and inclusive environment ensures that the brightest minds will always flourish.

This is why diversity and inclusion is core to our continued success. Constantly striving to fulfil our commitment and achieve our ambition in this area is a core part of who we are.

These statistics reflect the data declared by the 80% of UK staff and partners who have participated in our diversity survey in June 2017. Response rates for individual questions are provided alongside the graphs.

Age



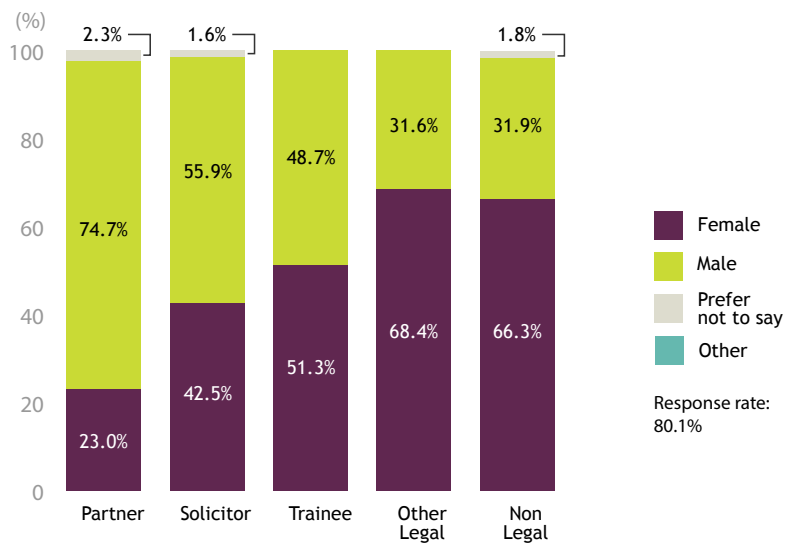
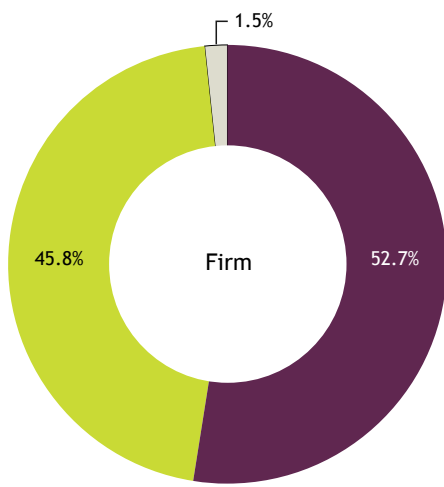
Notes

Reporting categories are as follows:

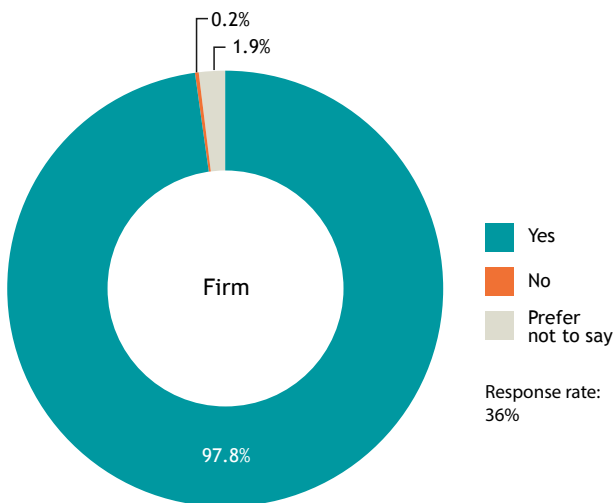
- 'Firm' includes all participating UK staff and Partners
- 'Partner' includes all participating equity Partners
- 'Solicitor' includes all participating Associates
- 'Trainee' includes all participating Trainee Solicitors
- 'Other Legal' includes all participating Support Lawyers, Paralegals and Visiting Lawyers
- 'Non Legal' includes all participating Business Services and secretarial staff.

For questions where the total number of responses were low, firm-wide data is provided to ensure individuals' privacy is protected.

Gender identity

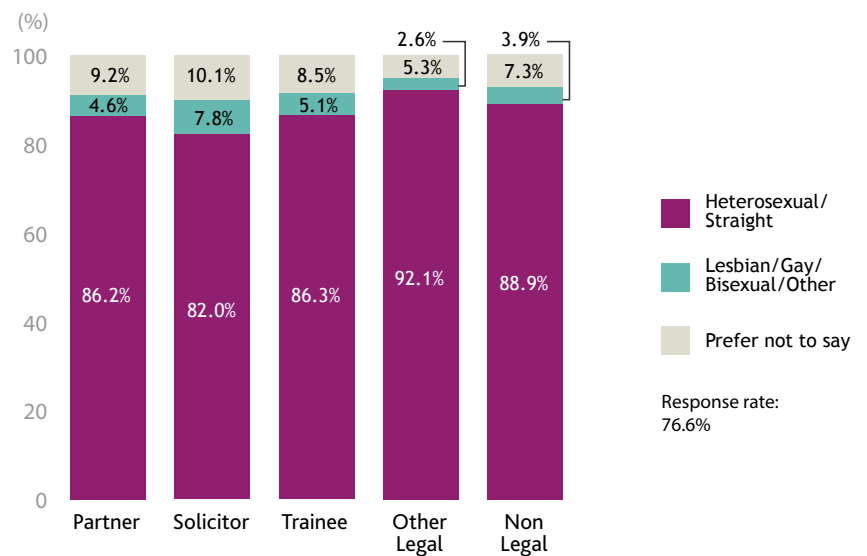
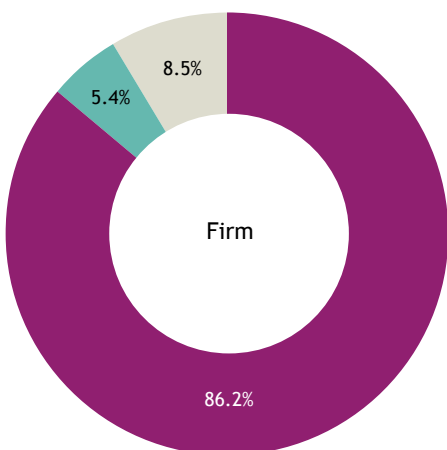


Gender identity same as assigned at birth



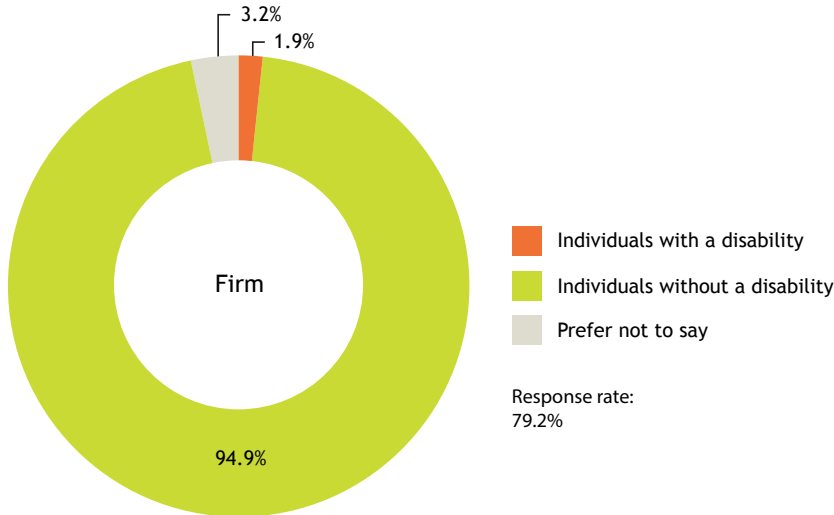
Response rate: 36%

Sexual orientation

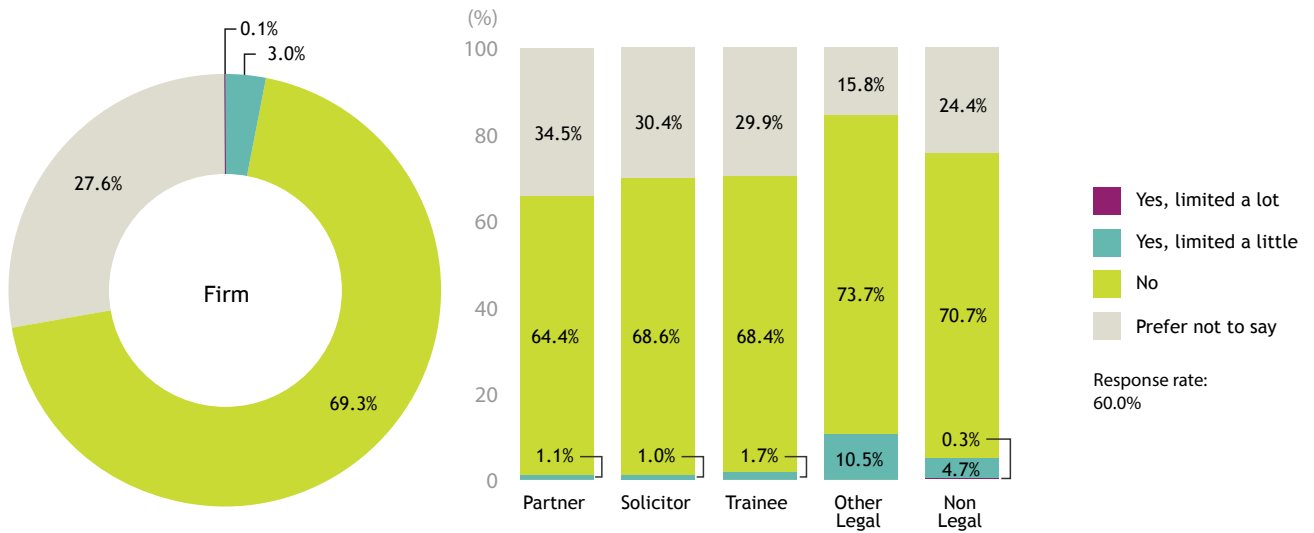


Disability

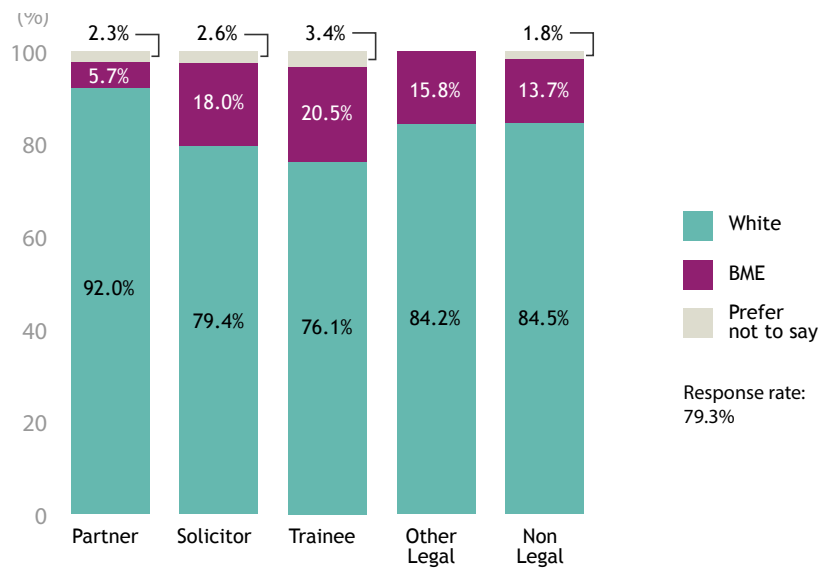
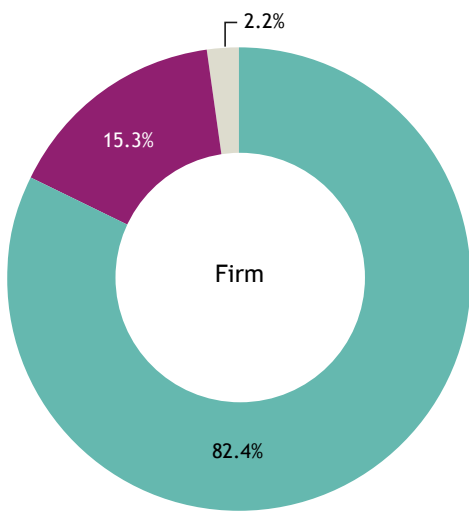
Individuals declaring disability



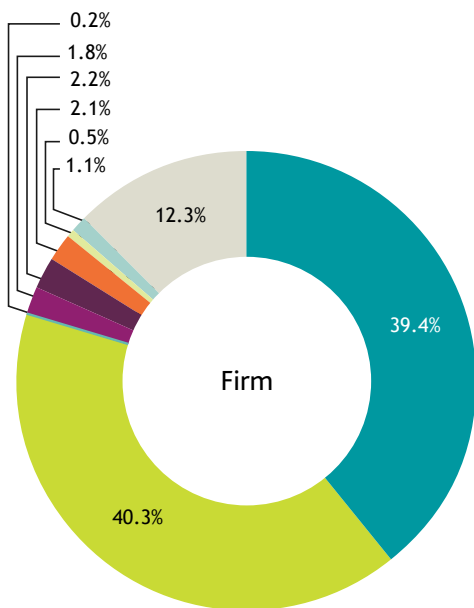
Individuals whose day to day activities are limited because of a health problem or disability which has lasted or is expected to last at least 12 months:



Ethnicity

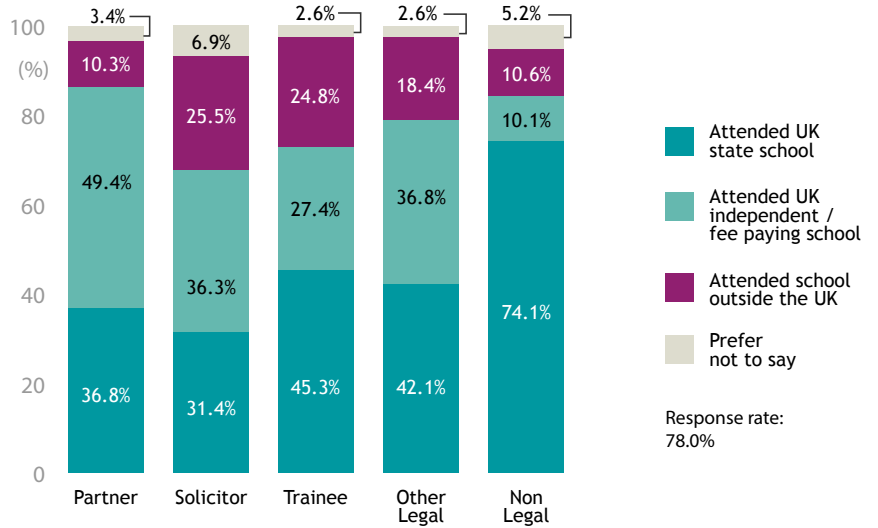
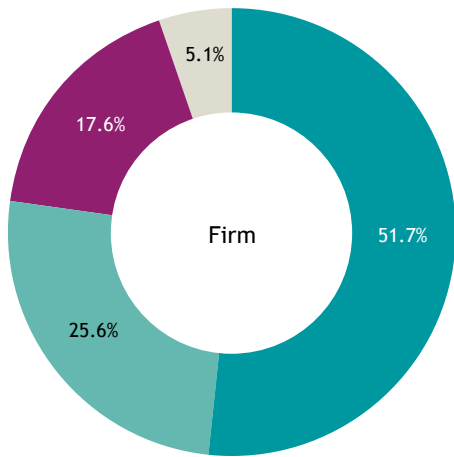


Religion or belief

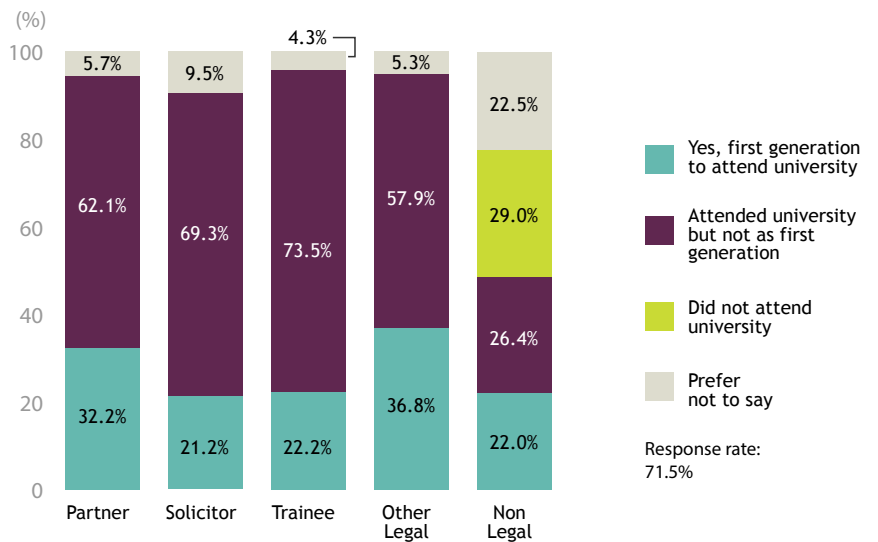
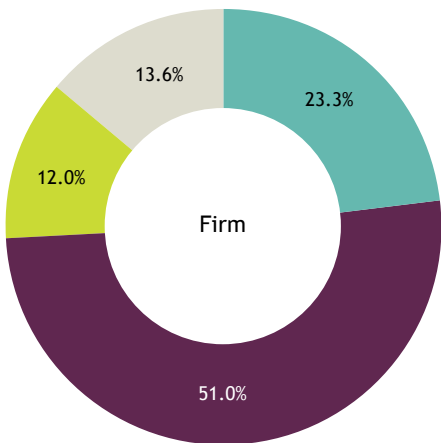


Socio-economic background

Type of school attended between the ages of 11-18



Individuals from the first generation of their family to attend university



Caring responsibilities

Individuals with a primary carer responsibility



Individuals who give any help or support to family members, friends, neighbours or others because of either long-term physical or mental ill-health/disability or problems related to old age.

