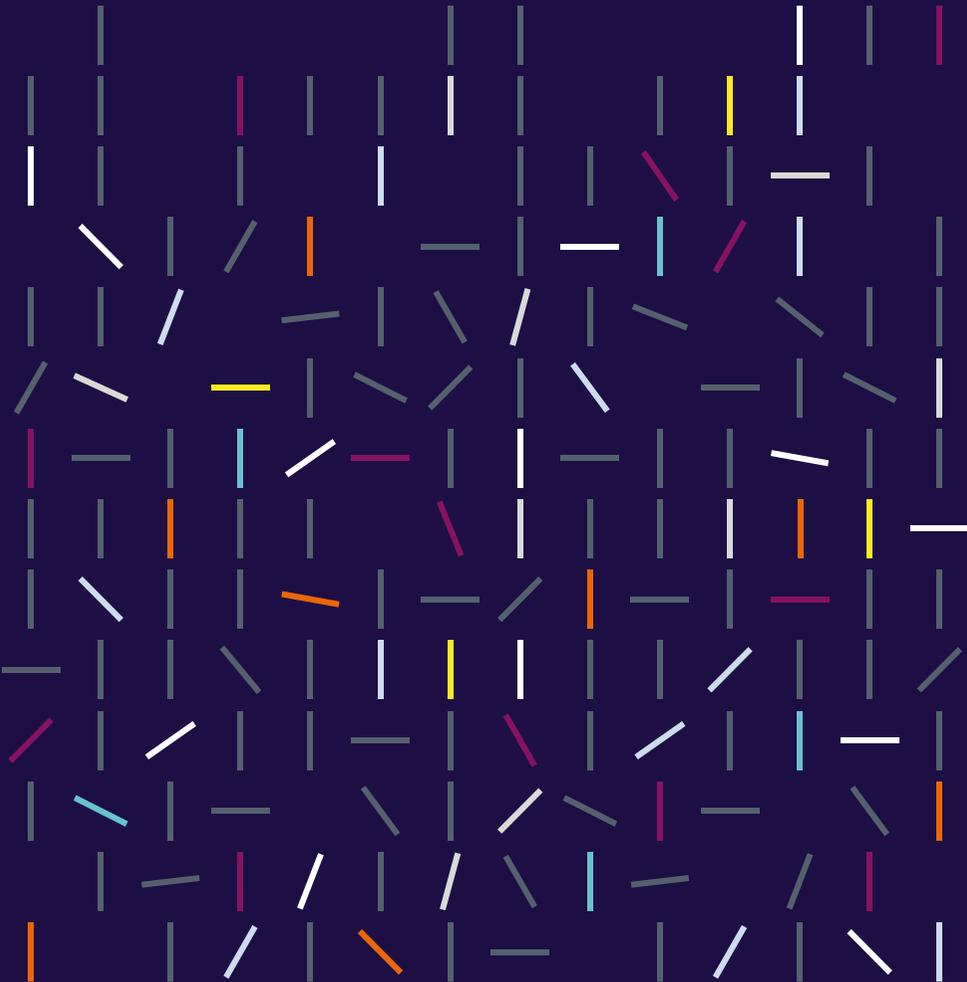


Diversity Monitoring Report – 2022



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Our inclusion commitment

We're committed to delivering an inclusive culture and a progressive environment where we empower all our people to lead, learn and grow. By bringing new experiences and viewpoints into the firm we're able to gain new perspectives, enhance teamworking and create extraordinary results for our business.

Our inclusion programme has five priority areas, each with partner champions and network groups to drive engagement. Across these areas we focus on:

Gender balance: achieving greater representation of women in the partnership and better gender balance in leadership roles.

Race and ethnicity: increasing the representation of colleagues from ethnic minority communities at the firm.

LGBT+: providing an open work environment where sexual orientation and gender identity are accepted.

Social mobility: improving access for social mobility students into the legal profession through schools and student outreach.

Mental and physical wellbeing: promoting good mental and physical wellbeing, raising awareness of visible and invisible disabilities, creating an accessible, safe and healthy workplace.

Each year we publish our UK diversity monitoring statistics so we can track the progress of our inclusion activities and satisfy the biennial reporting requirements of the Solicitors Regulatory Authority.

You can find out more about our approach [here](#).

Read our 2022 Responsible Business Impact Report [here](#).



Dan Harris
Head of
Responsible
Business



Siân Skelton
Inclusion Partner
UK Executive Board

Notes

We encourage all of our people to provide their diversity data so we can understand the diversity around our business and track the progress of our inclusion activities.

All figures presented as percentages and rounded to the nearest whole positive number.

In this report we group our people by job role:

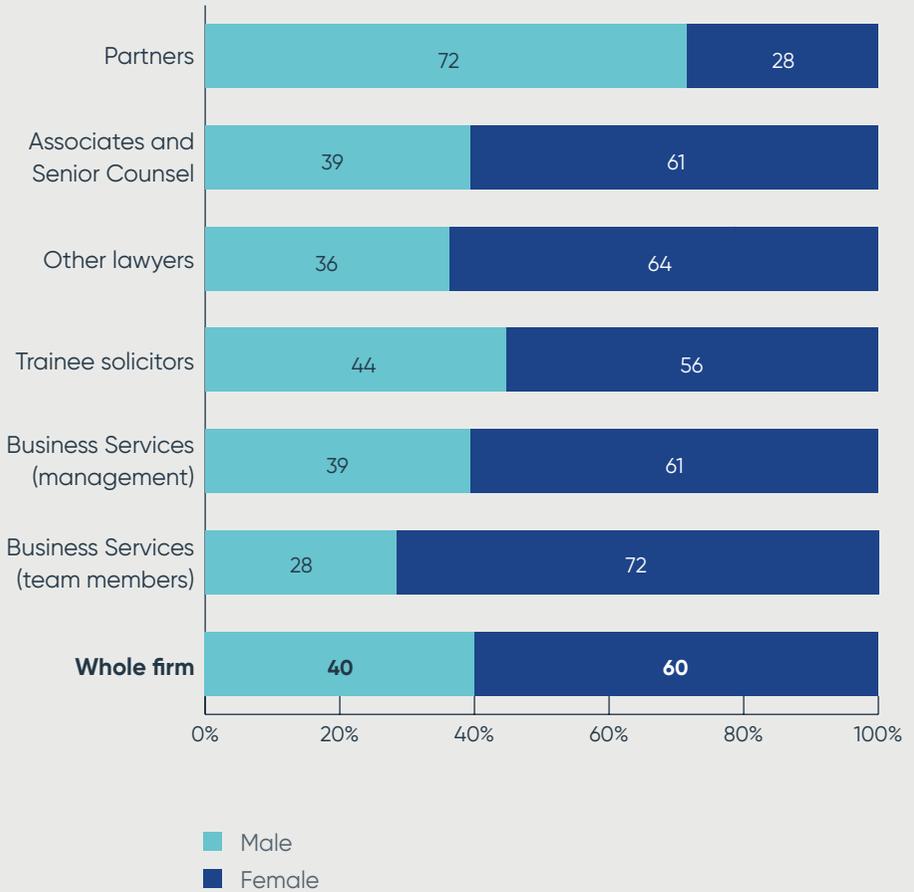
- 'Associates and Senior Counsel' includes Associates and Senior Associates.
- 'Other Lawyers' includes PSLs, Consultants, Paralegals and Trade Mark Attorneys.
- 'Business Services (management)' includes Directors, Heads of, Senior Managers and Managers.
- 'Business Services (team members)' includes secretaries.

The data was generated 18 August 2022 and the data was as at 1 July 2022.

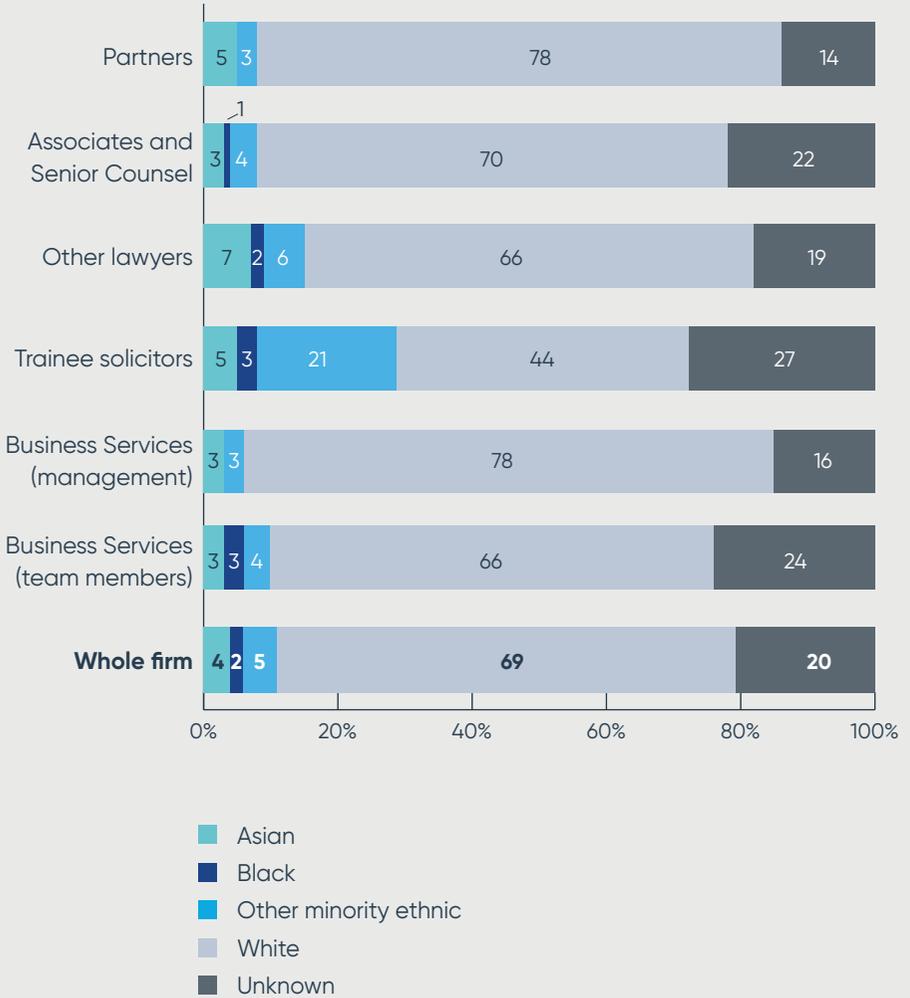
UK firm



Gender

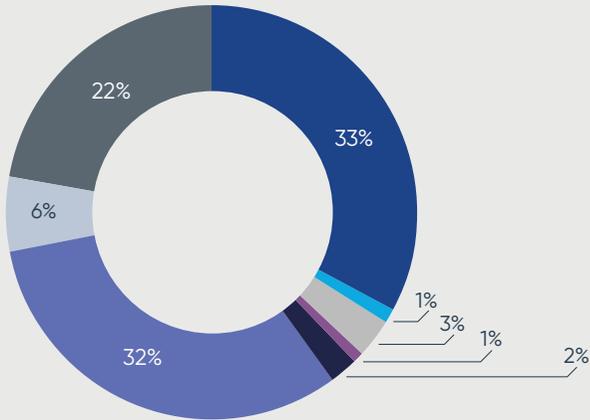


Ethnicity



Cultural diversity

What is your religion or belief?

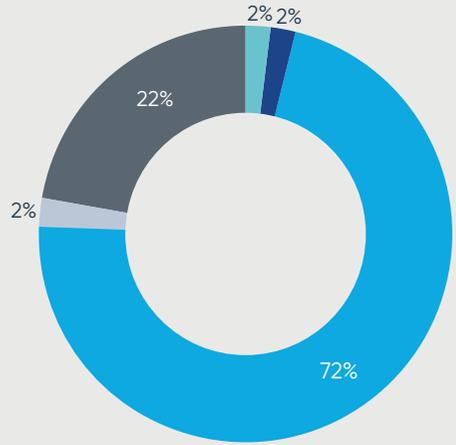


- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion or belief
- No religion or belief/Atheist
- Prefer not to say
- No response

LGBT+

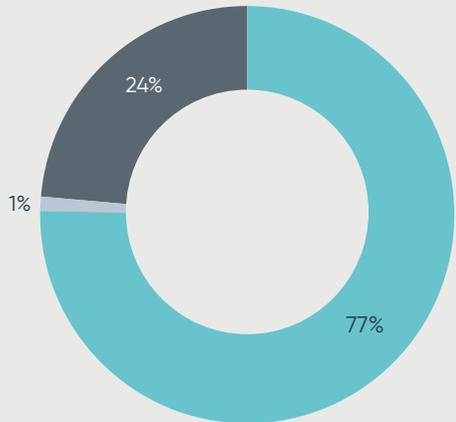
What is your sexual orientation?

- Bi
- Gay/Lesbian
- Heterosexual/straight
- Other
- Prefer not to say
- No response



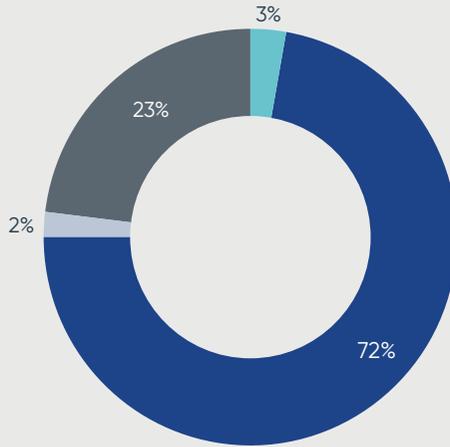
Do you identify as trans?

- No
- Prefer not to say
- No response



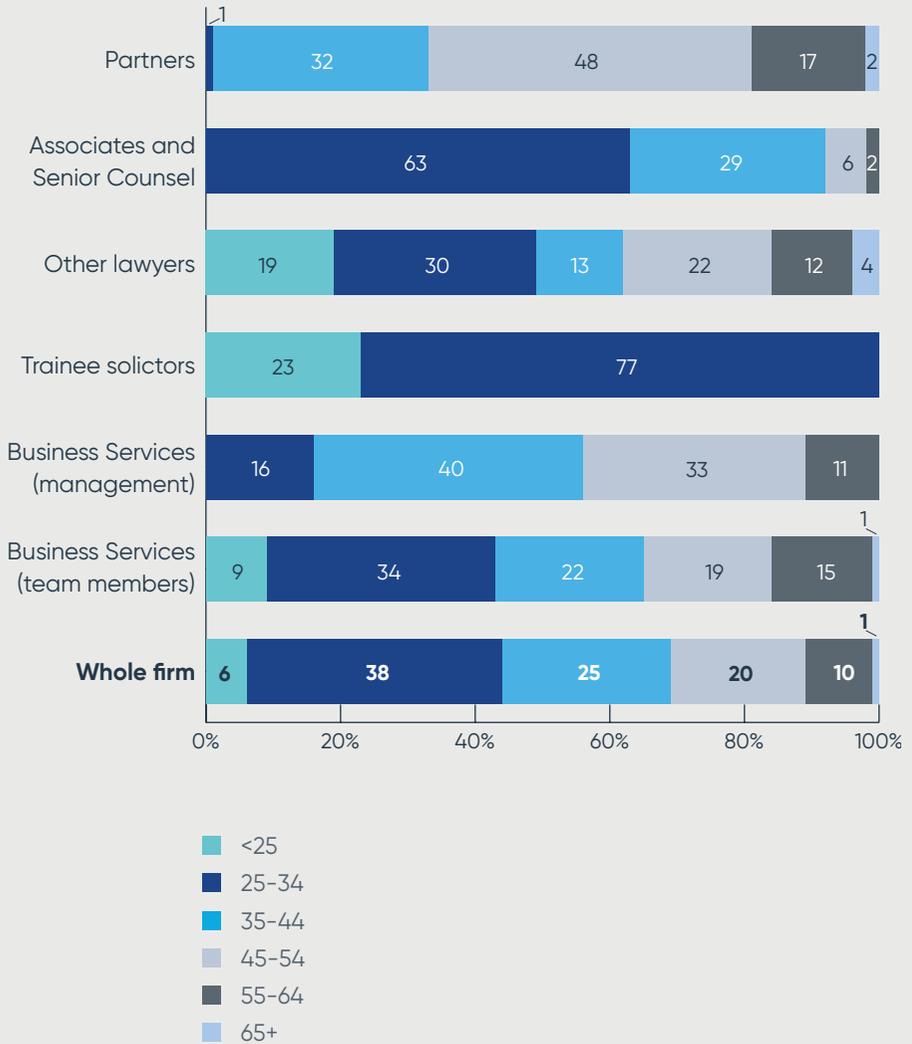
Disability

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



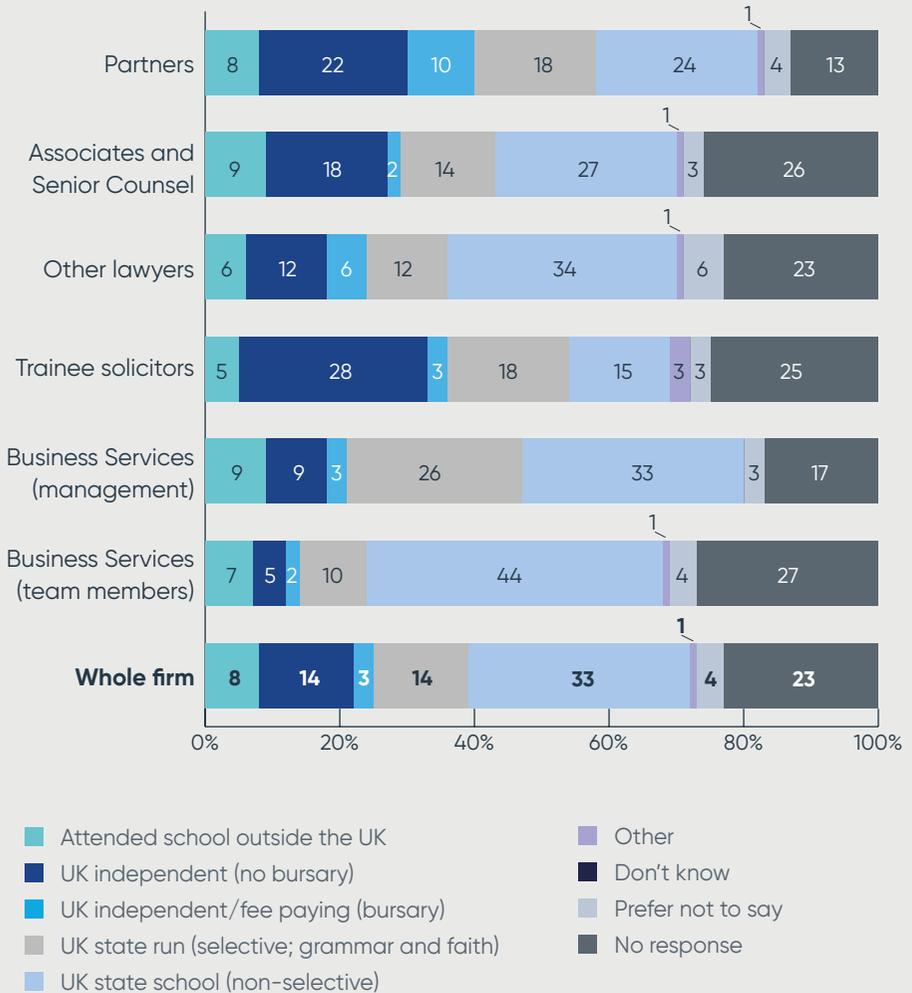
- Yes
- No
- Prefer not to say
- No response

Age



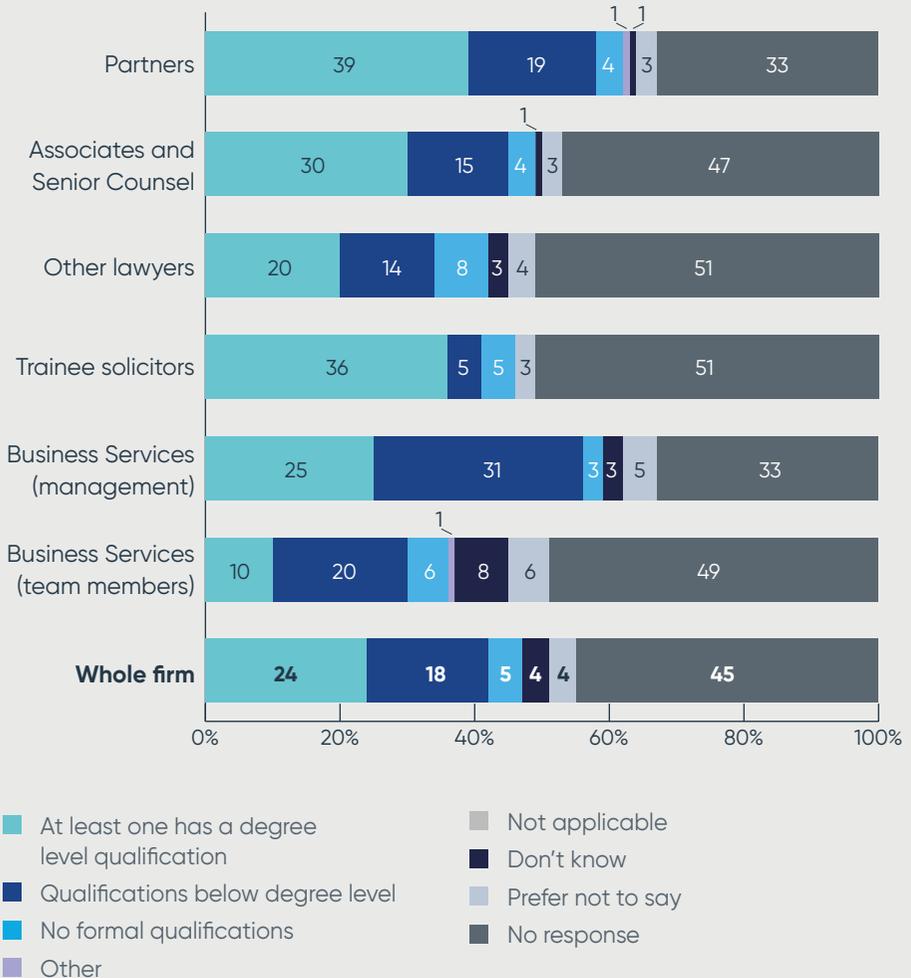
Social mobility

What type of school did you attend between 11-16?



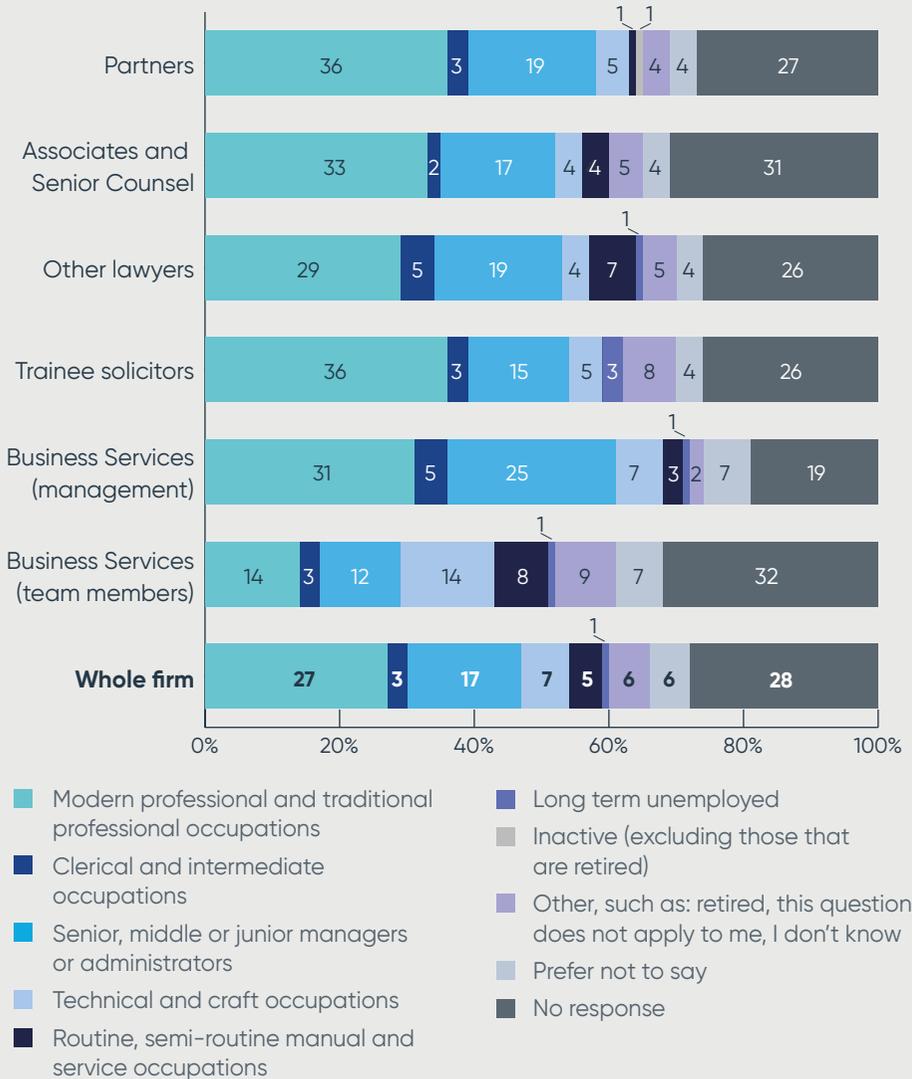
Social mobility

What is the highest level of qualification achieved by parent(s) or guardian(s) by the time you were 18?



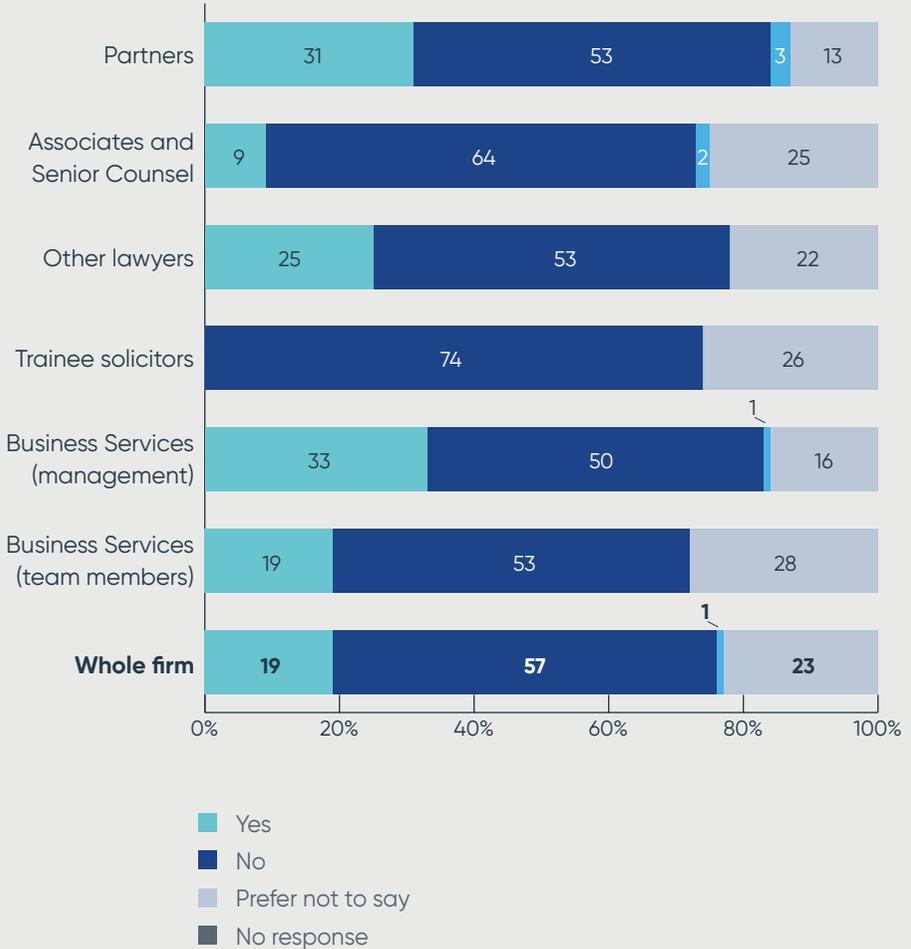
Social mobility

About the age of 14, which best describes the work the main or highest income earner in your household did in their main job?



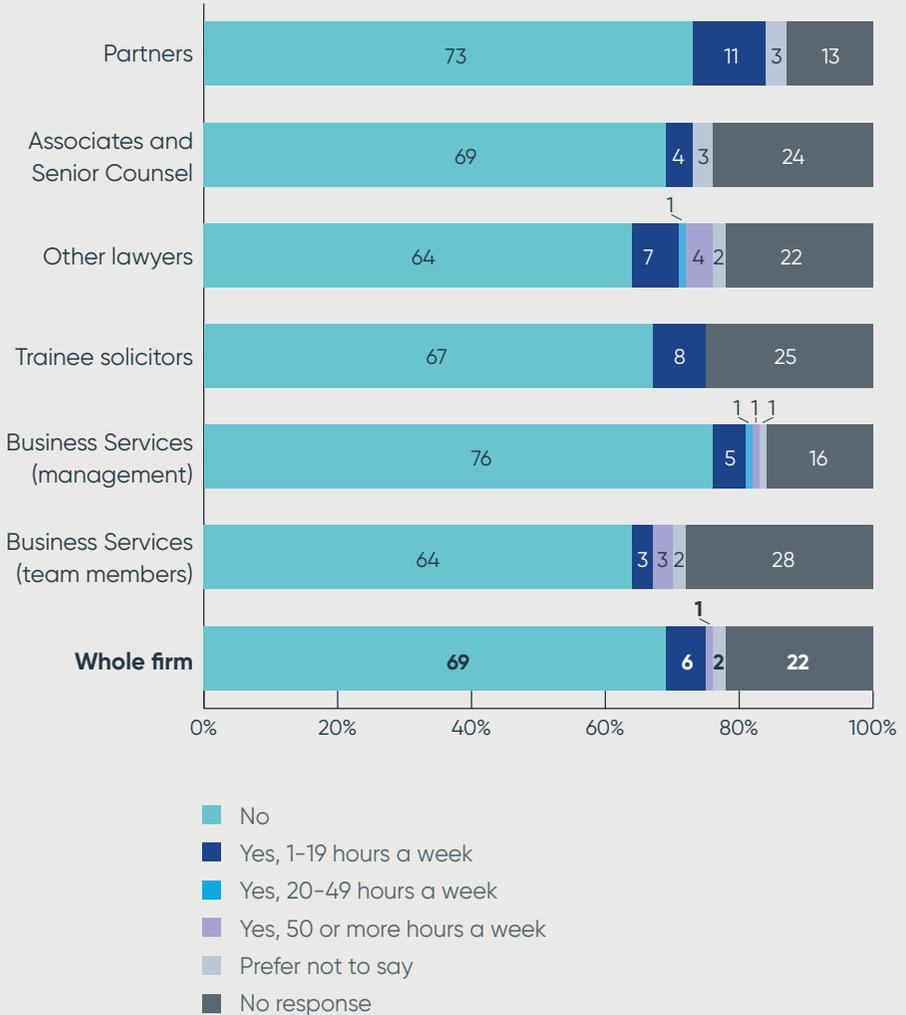
Caring responsibilities

Are you a primary carer for a child or children under 18?



Caring responsibilities

Do you look after or care for someone with physical or mental ill health caused by disability or age (not in a paid capacity)?



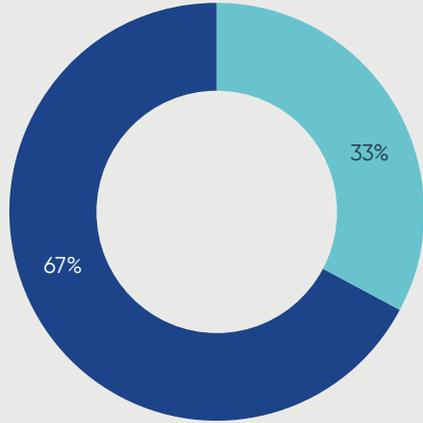
UK Board

Our UK Board is made up of three parts:
UK Executive Board, Operations Board
and The Supervisory Council



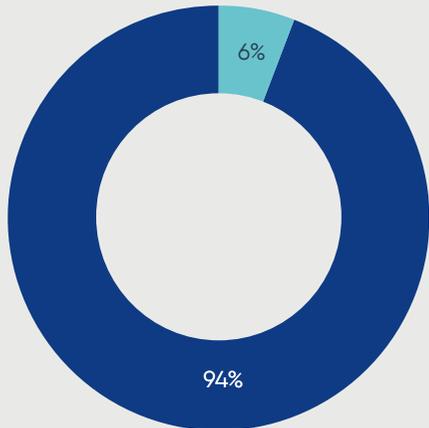
Gender

- Female
- Male



Ethnicity

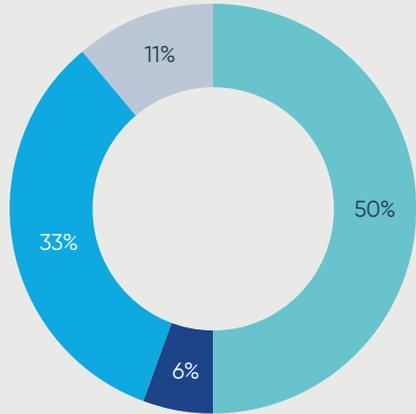
- Asian
- White



Cultural diversity

Religion or belief

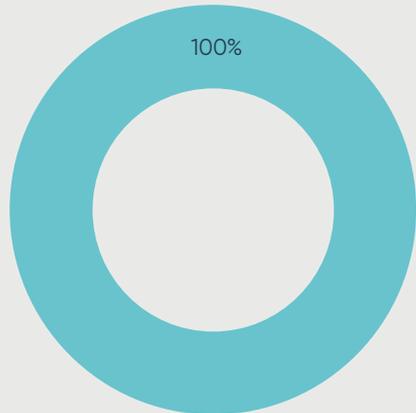
- Christian
- Hindu
- No religion or belief/Atheist
- Prefer not to say



LGBT+

Sexual orientation

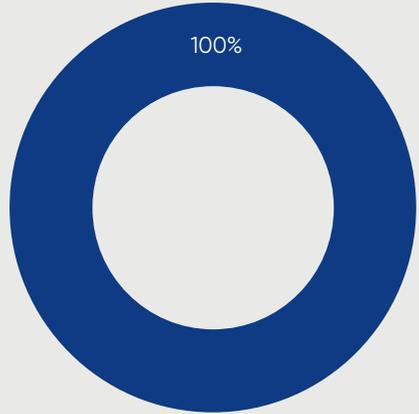
- Heterosexual/straight



Disability

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

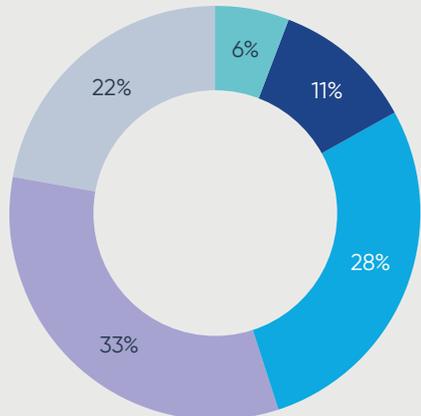
- No



Social mobility

What type of school did you attend between 11 and 16?

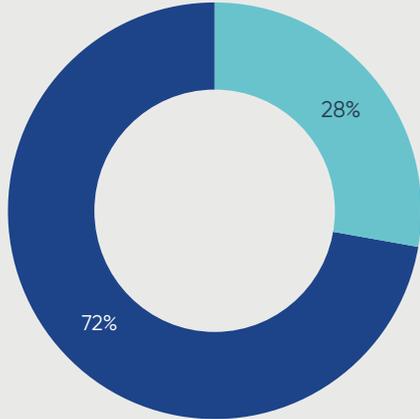
- Attended school outside UK
- UK independent/fee paying (bursary)
- UK independent/fee paying (no bursary)
- UK state run school (selective grammar & faith)
- UK state run school (non-selective)



Caring responsibilities

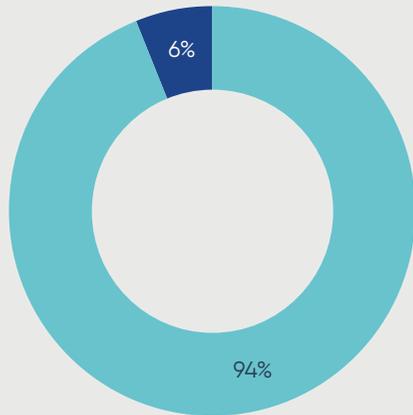
Are you a primary carer for a child or children under 18?

- Yes
- No



Do you look after or care for someone with physical or mental ill health caused by disability or age (not in a paid capacity)?

- No
- Yes 1-19 hours a week



2000+ people
1100+ lawyers
300+ partners
29 offices
17 jurisdictions

Austria	Klagenfurt Vienna
Belgium	Brussels
China	Beijing Hong Kong Shanghai
Czech Republic	Brno Prague
France	Paris
Germany	Berlin Düsseldorf Frankfurt Hamburg Munich
Hungary	Budapest
Netherlands	Amsterdam Eindhoven
Poland	Warsaw
Republic of Ireland	Dublin
Slovakia	Bratislava
South Korea	Seoul*
UAE	Dubai
Ukraine	Kyiv
United Kingdom	Cambridge Liverpool London London TechFocus
USA	New York Silicon Valley

* In association with DR & AJU LLC

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Taylor Wessing statistics published are correct as of 1 September 2021.

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