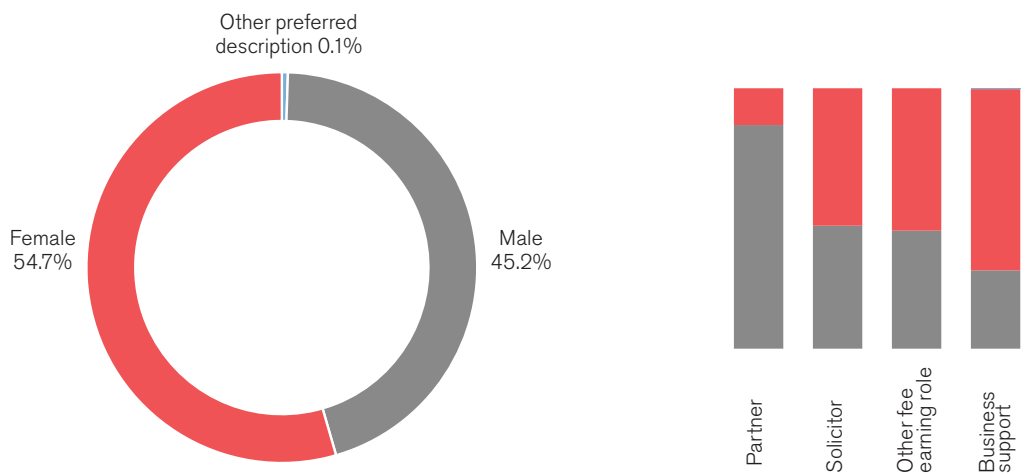


MACFARLANES

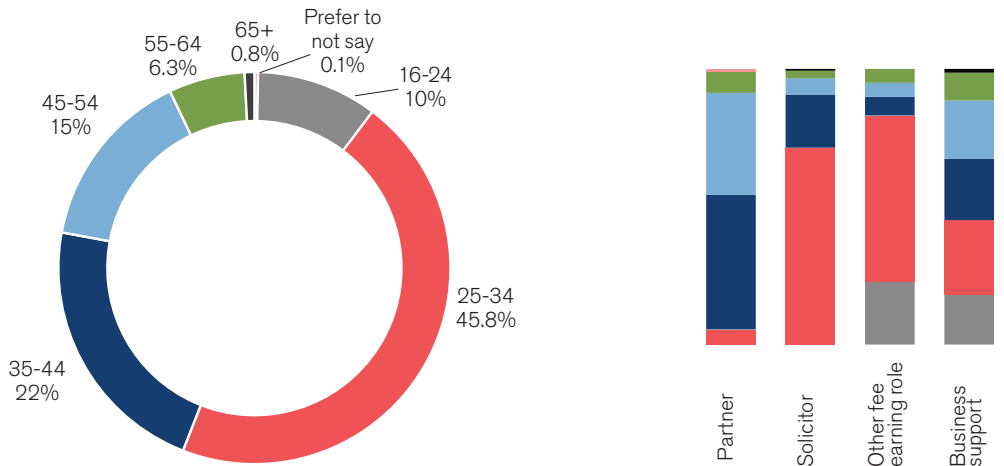
Diversity at Macfarlanes

We strive to foster an inclusive culture throughout the firm, from entry level to partnership. For us, the focus is on recruitment, retention and promotion to ensure that our staff have the opportunity to develop and advance their careers. An inclusive forward-thinking culture also enables us to provide innovative solutions to our clients.

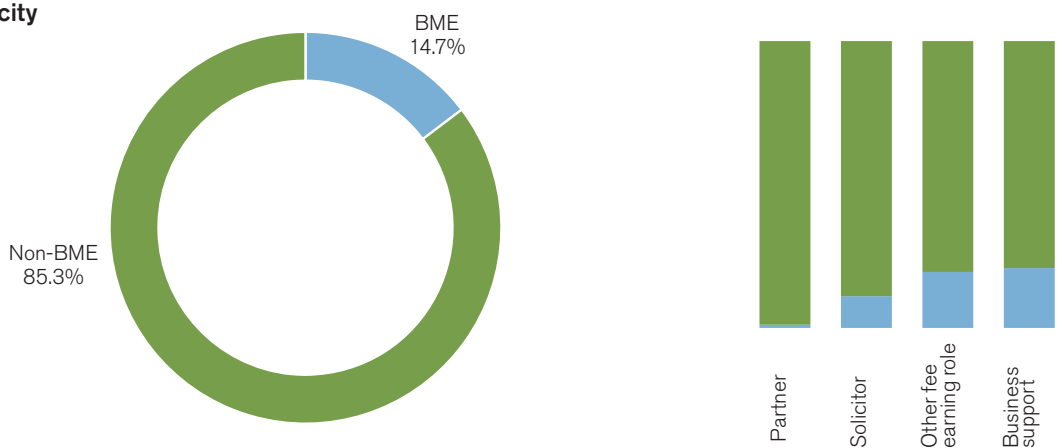
Gender



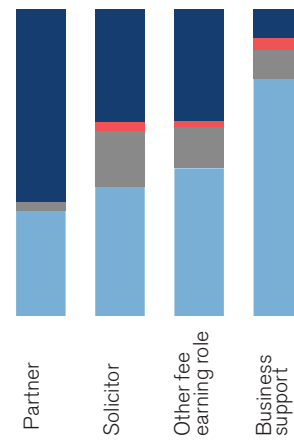
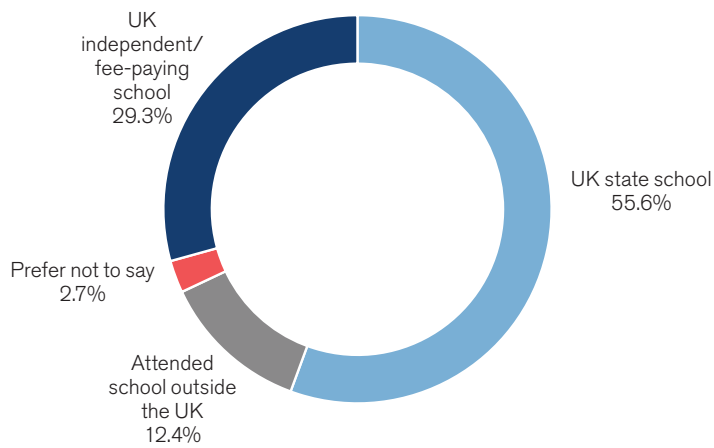
Age



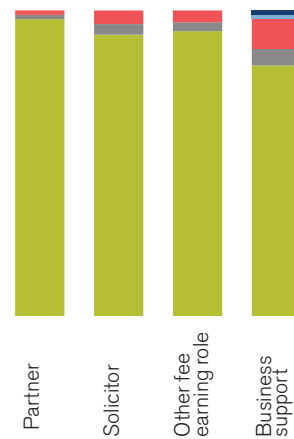
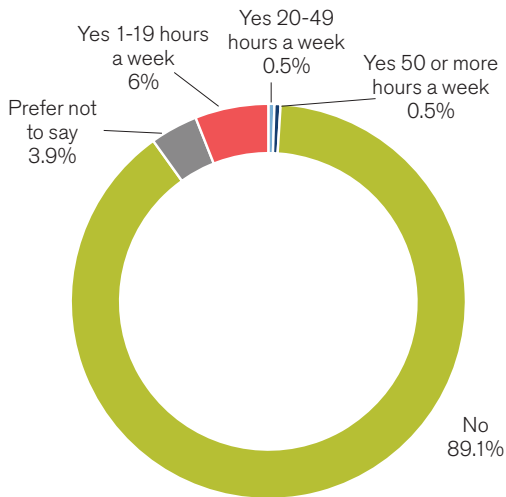
Ethnicity



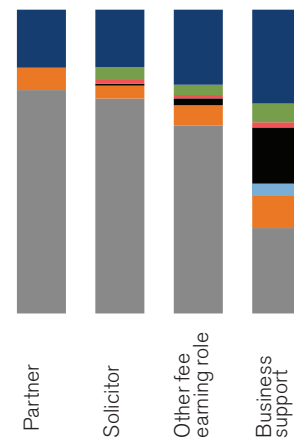
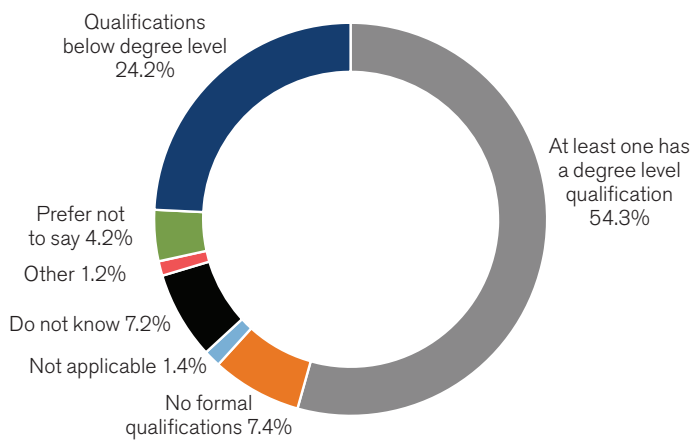
School type



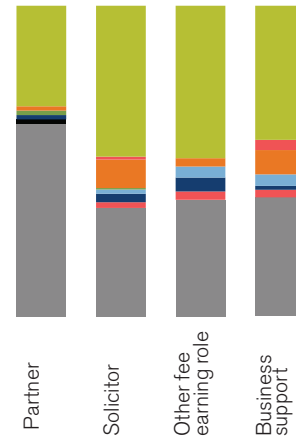
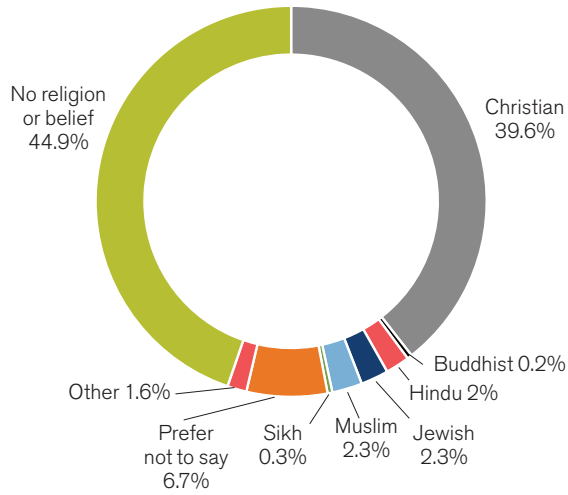
Care for someone with long-term disability



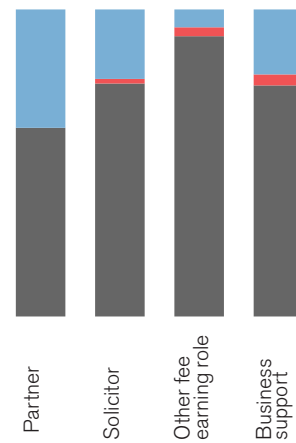
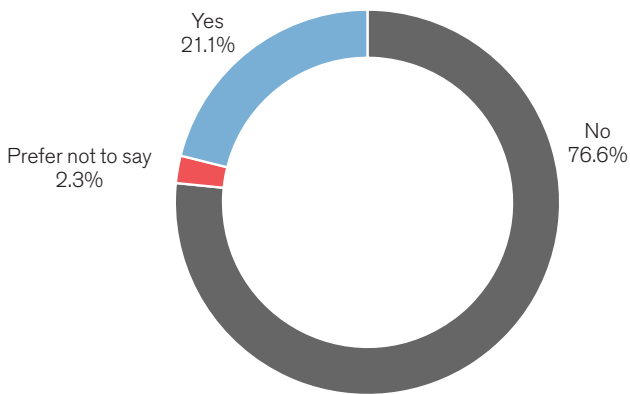
Highest level of qualifications achieved by parents/guardians



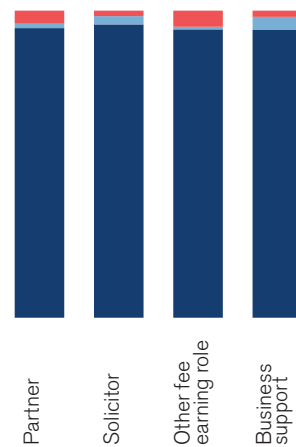
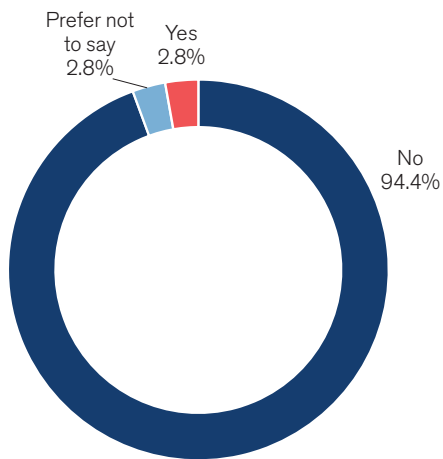
Religious belief



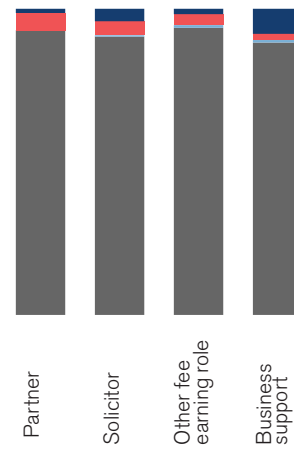
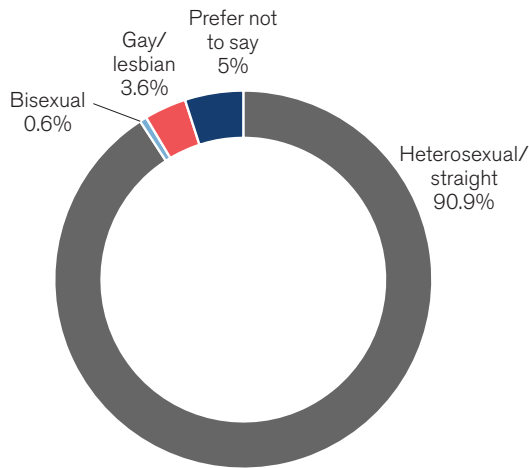
Primary carer for child under 18



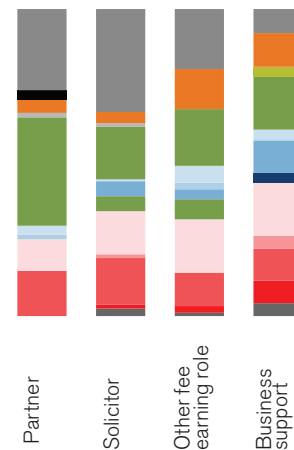
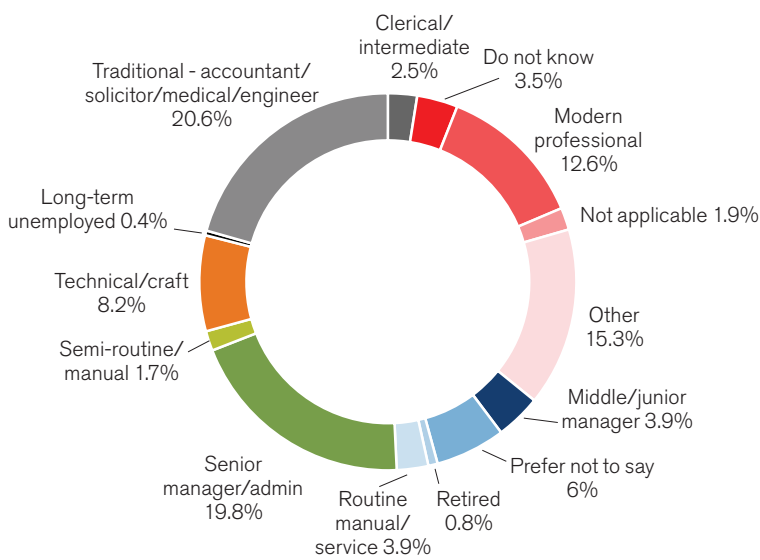
Disability



Sexual orientation



Profession of highest earner in your household when you were at secondary school



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