

Diversity data at Macfarlanes

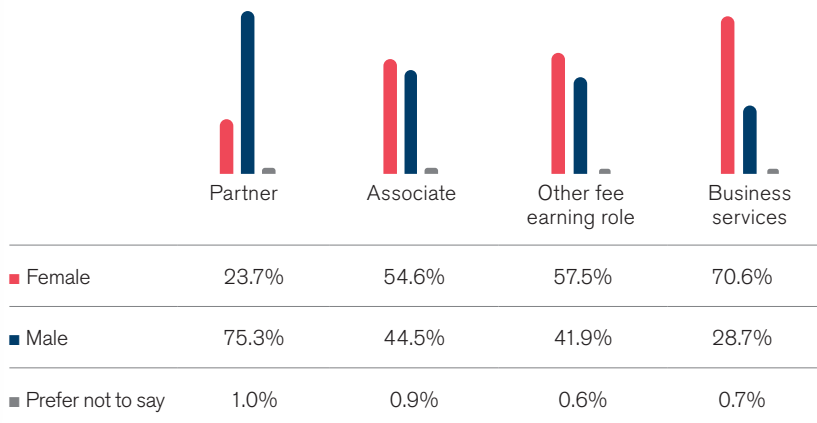
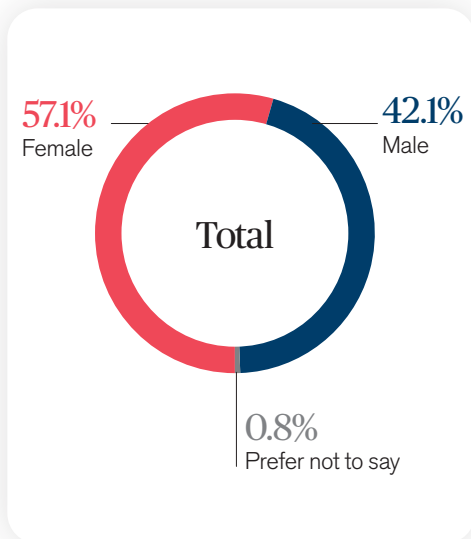
August 2023

We strive to foster an inclusive culture throughout the firm, from entry level to partnership.

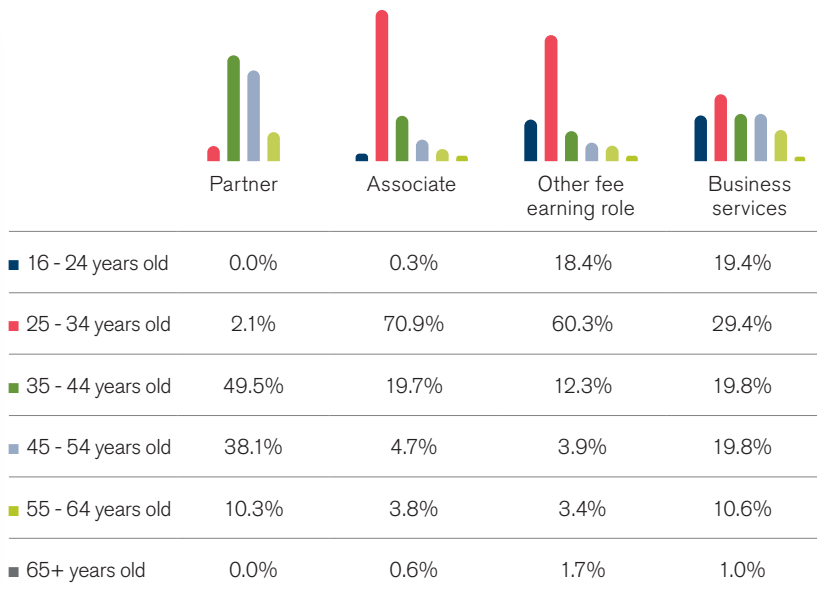
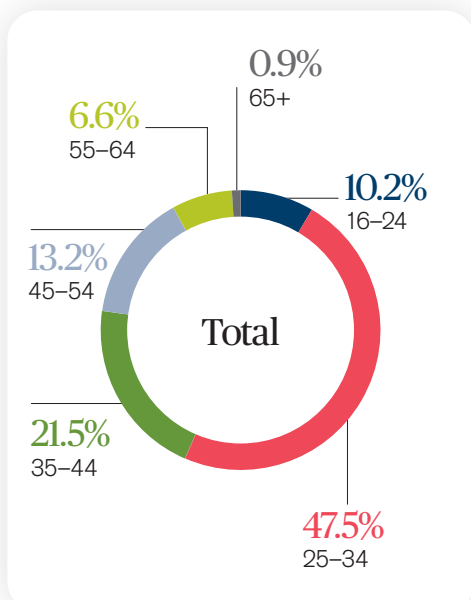
For us, the focus is on recruitment, retention and promotion to ensure that our staff have the opportunity to develop and advance their careers. An inclusive forward-thinking culture also enables us to provide innovative solutions to our clients.

In 2021 we published a five year Partnership Targets Action Plan. You can read a [summary of this Action Plan](#) and also the [year one update for 2022](#) and the [year two update for 2023](#). These reports outline our actions so far and track our progress.

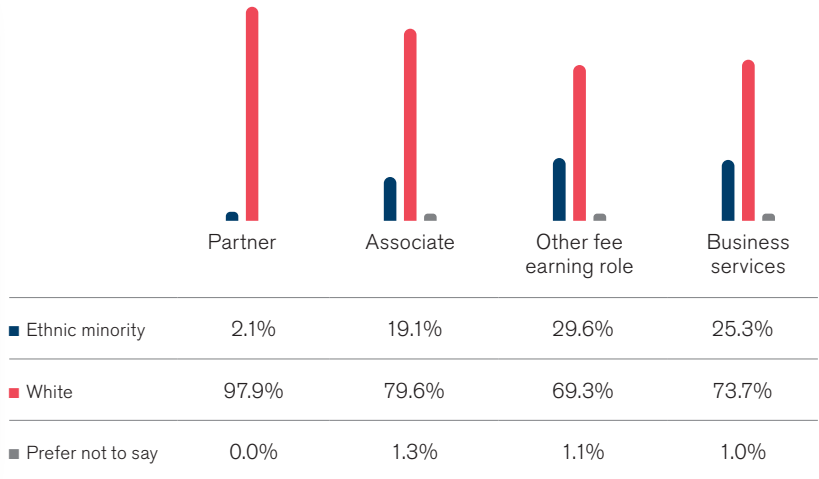
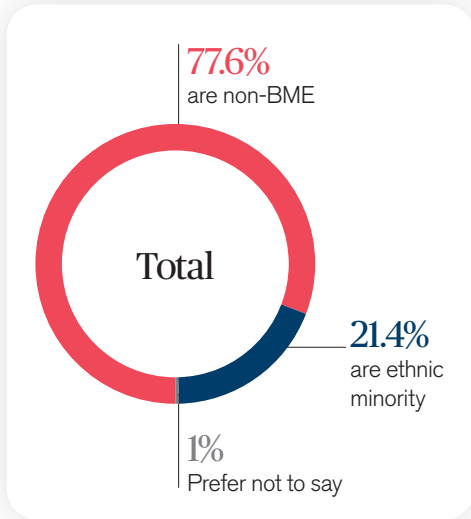
Gender



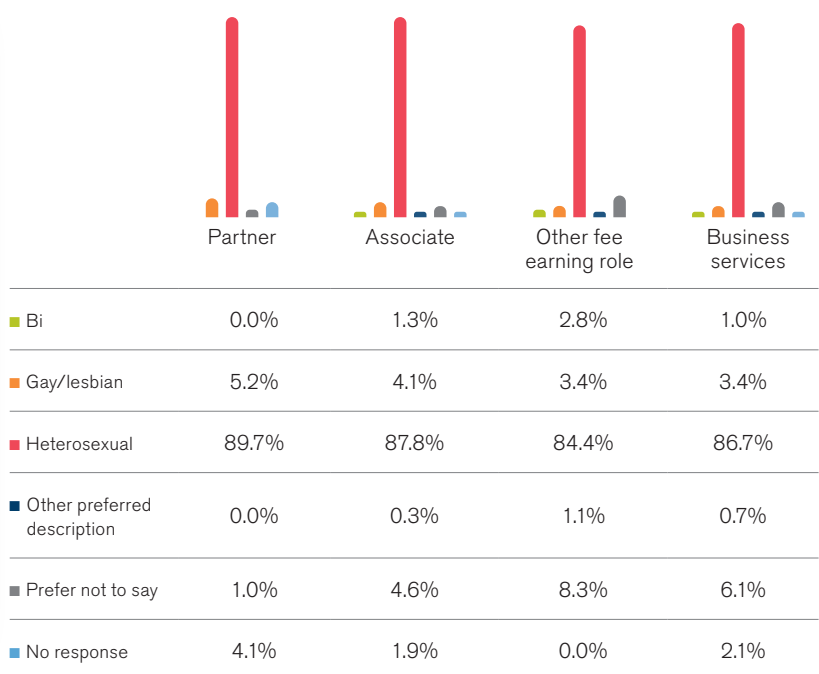
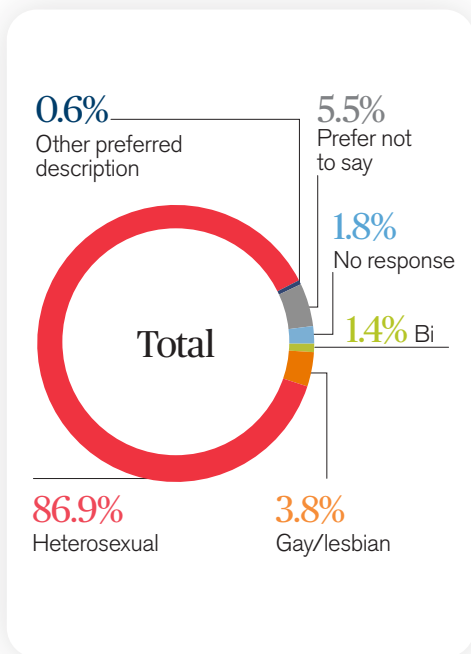
Age



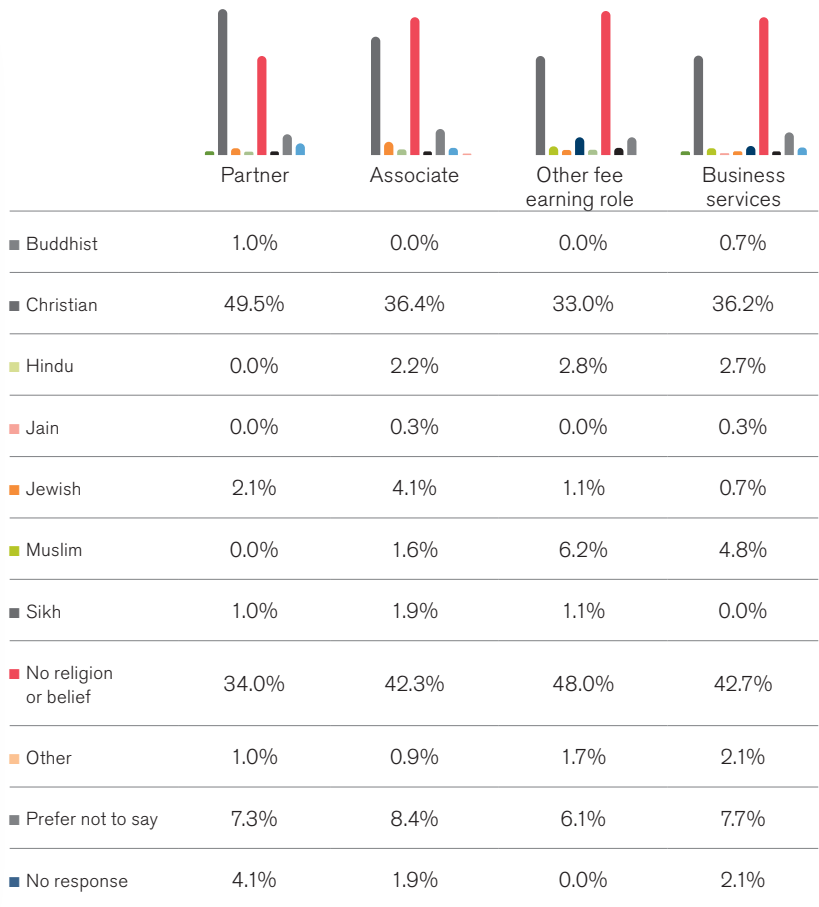
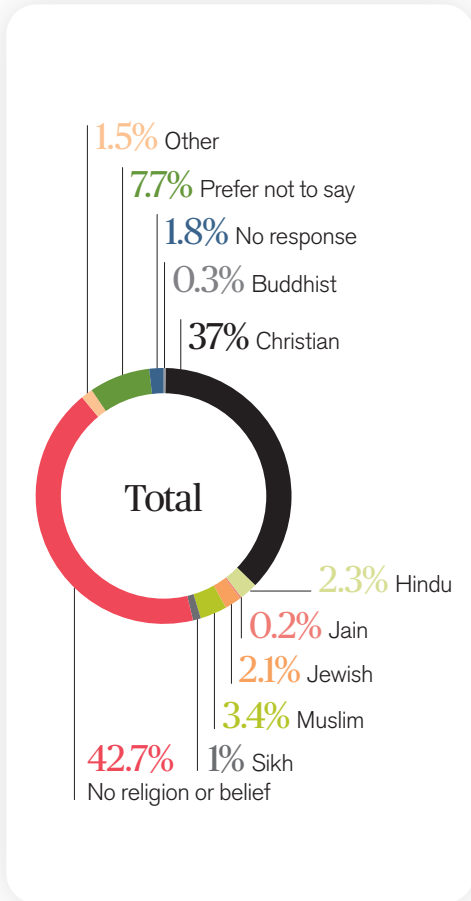
Ethnicity



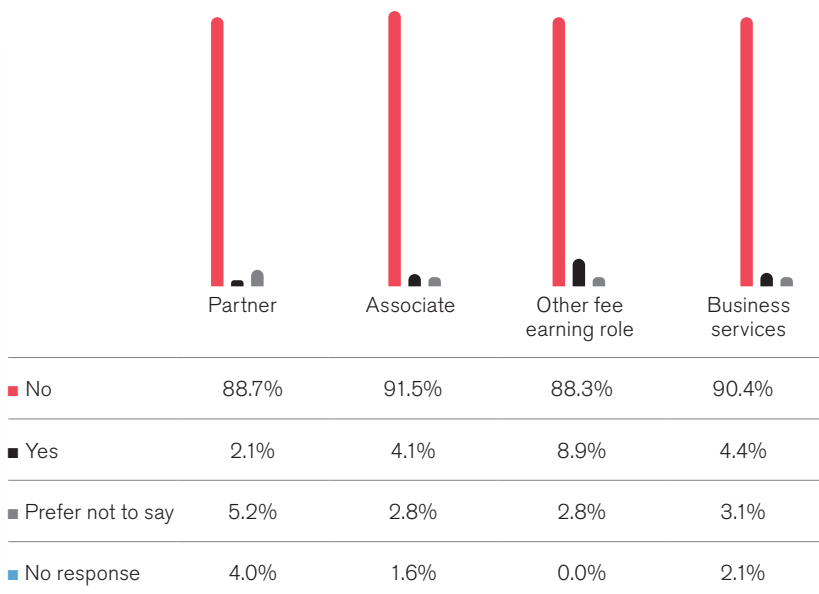
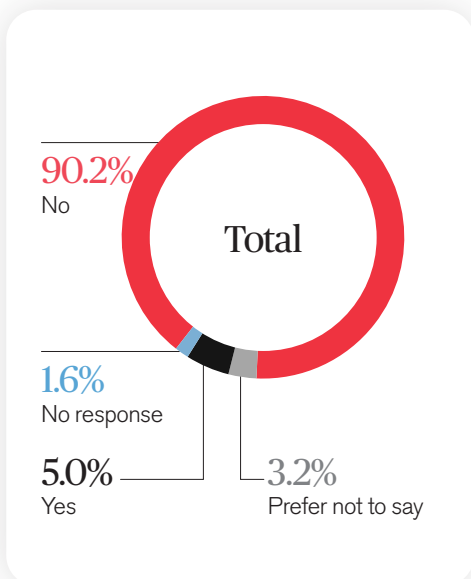
Sexual orientation



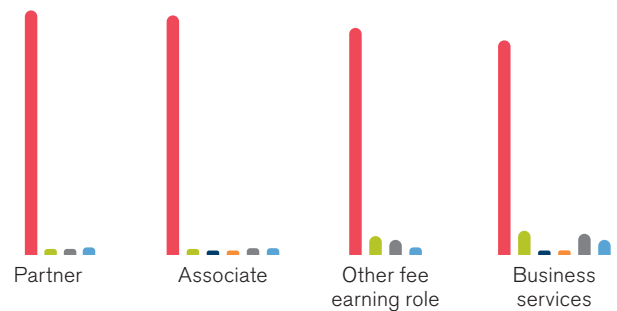
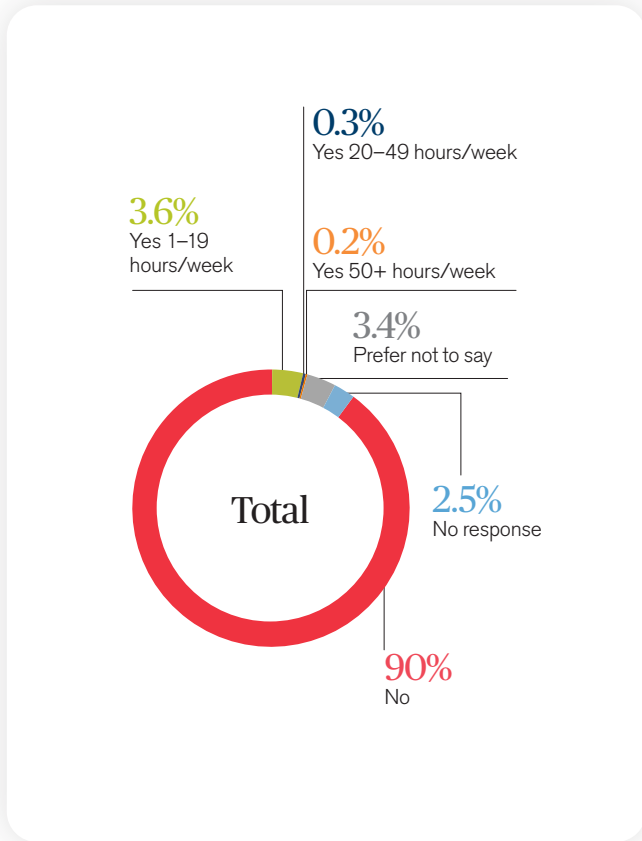
Religious belief



Disability

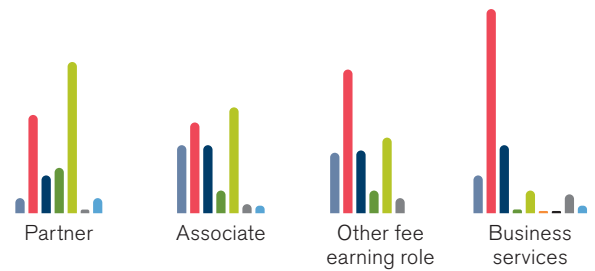
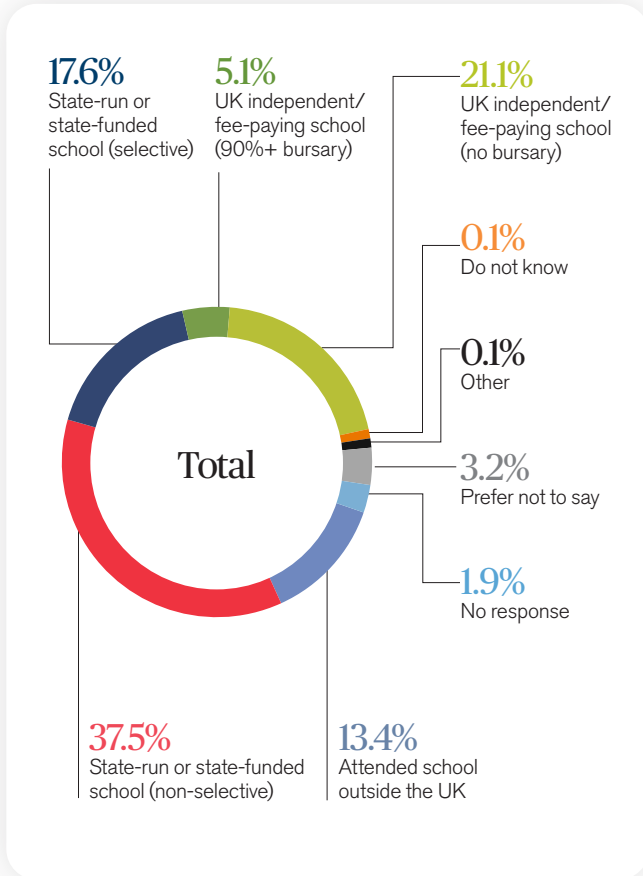


Care for someone with long term disability



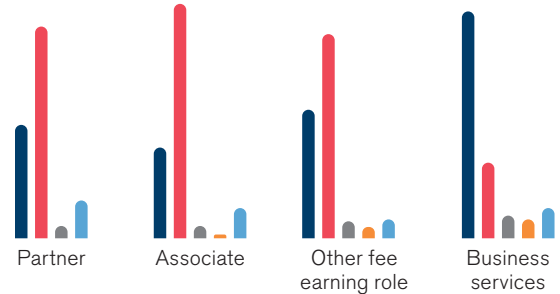
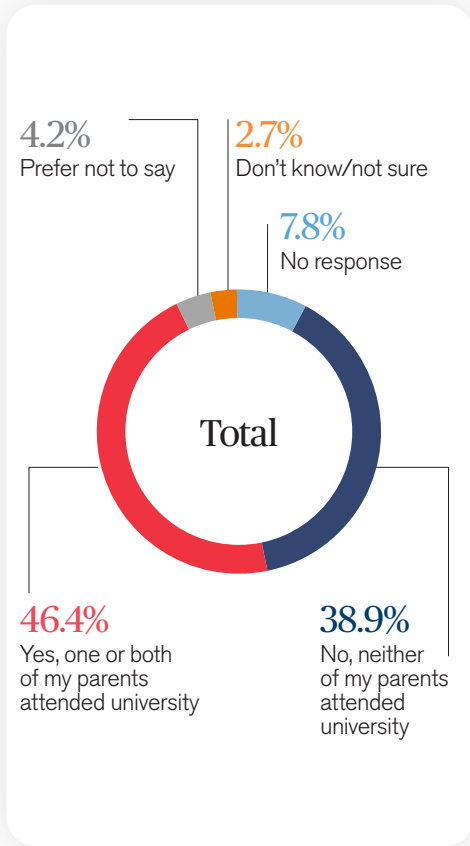
| | Partner | Associate | Other fee earning role | Business services |
|----------------------|---------|-----------|------------------------|-------------------|
| No | 90.7% | 93.1% | 89.9% | 86.4% |
| Yes 1-19 hours /week | 2.1% | 1.9% | 5.0% | 5.1% |
| Yes 20-49 hours/week | 0.0% | 0.3% | 0.0% | 0.7% |
| Yes 50+ hours/week | 0.0% | 0.3% | 0.0% | 0.3% |
| Prefer not to say | 3.1% | 2.2% | 4.5% | 4.1% |
| No response | 4.1% | 2.2% | 0.6% | 3.4% |

School type



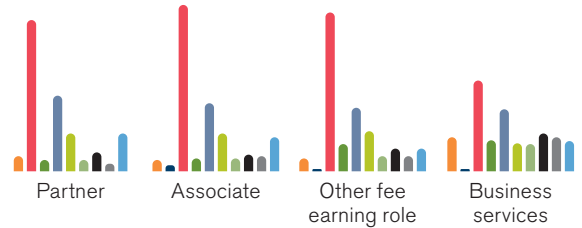
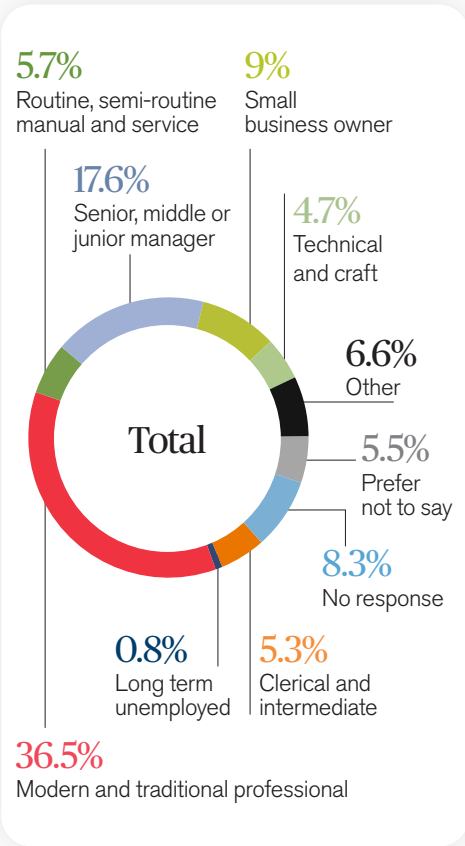
| School type | Partner | Associate | Other fee earning role | Business services |
|--|---------|-----------|------------------------|-------------------|
| Attended school outside the UK | 4.1% | 17.6% | 16.2% | 10.2% |
| State-run or state-funded school (non-selective) | 24.7% | 25.1% | 37.4% | 55.3% |
| State-run or state-funded school (selective) | 10.3% | 18.8% | 16.8% | 19.1% |
| UK independent/fee-paying school (90%+ bursary) | 13.4% | 6.0% | 5.6% | 1.0% |
| UK independent/fee-paying school (no bursary) | 42.3% | 28.2% | 20.7% | 6.5% |
| Do not know | 0.0% | 0.0% | 0.0% | 0.3% |
| Other | 0.0% | 0.0% | 0.0% | 0.3% |
| Prefer not to say | 1.1% | 2.1% | 3.3% | 5.3% |
| No response | 4.1% | 2.2% | 0.0% | 2% |

Did either of your parents attend university by the time you were 18



| | Partner | Associate | Other fee earning role | Business services |
|--|---------|-----------|------------------------|-------------------|
| ■ No, neither of my parents attended university | 30.9% | 24.8% | 33.5% | 60.1% |
| ■ Yes, one or both of my parents attended university | 55.7% | 62.7% | 54.2% | 20.8% |
| ■ Prefer not to say | 3.1% | 3.1% | 4.5% | 5.8% |
| ■ Don't know/not sure | 0.0% | 0.9% | 2.8% | 5.5% |
| ■ No response | 10.3% | 8.5% | 5.0% | 7.8% |

Occupation of your main household earner when you were about 14



| | Partner | Associate | Other fee earning role | Business services |
|--|---------|-----------|------------------------|-------------------|
| ■ Clerical and intermediate | 4.1% | 3.1% | 3.4% | 9.2% |
| ■ Long term unemployed | 0.0% | 1.3% | 0.6% | 0.7% |
| ■ Modern and traditional professional | 41.2% | 43.6% | 42.5% | 23.5% |
| ■ Routine, semi-routine manual and service | 3.1% | 3.4% | 7.3% | 8.2% |
| ■ Senior, middle or junior manager | 21.6% | 17.9% | 16.8% | 16.4% |
| ■ Small business owner | 9.3% | 9.4% | 10.6% | 7.5% |
| ■ Technical and craft | 3.1% | 3.4% | 3.9% | 7.2% |
| ■ Other | 5.2% | 4.4% | 5.6% | 10.2% |
| ■ Prefer not to say | 2.1% | 4.1% | 3.7% | 8.9% |
| ■ No response | 10.3% | 9.4% | 5.6% | 8.2% |

Macfarlanes LLP | 20 Cursitor Street London EC4A 1LT

T +44 (0)20 7831 9222 | F +44 (0)20 7831 9607 | DX 138 Chancery Lane | macfarlanes.com

This content is intended to provide general information about some recent and anticipated developments which may be of interest. It is not intended to be comprehensive nor to provide any specific legal advice and should not be acted or relied upon as doing so. Professional advice appropriate to the specific situation should always be obtained. Macfarlanes LLP is a limited liability partnership registered in England with number OC334406. Its registered office and principal place of business are at 20 Cursitor Street, London EC4A 1LT. The firm is not authorised under the Financial Services and Markets Act 2000, but is able in certain circumstances to offer a limited range of investment services to clients because it is authorised and regulated by the Solicitors Regulation Authority. It can provide these investment services if they are an incidental part of the professional services it has been engaged to provide.