

2024 UPDATE

OUR DIVERSITY TARGETS



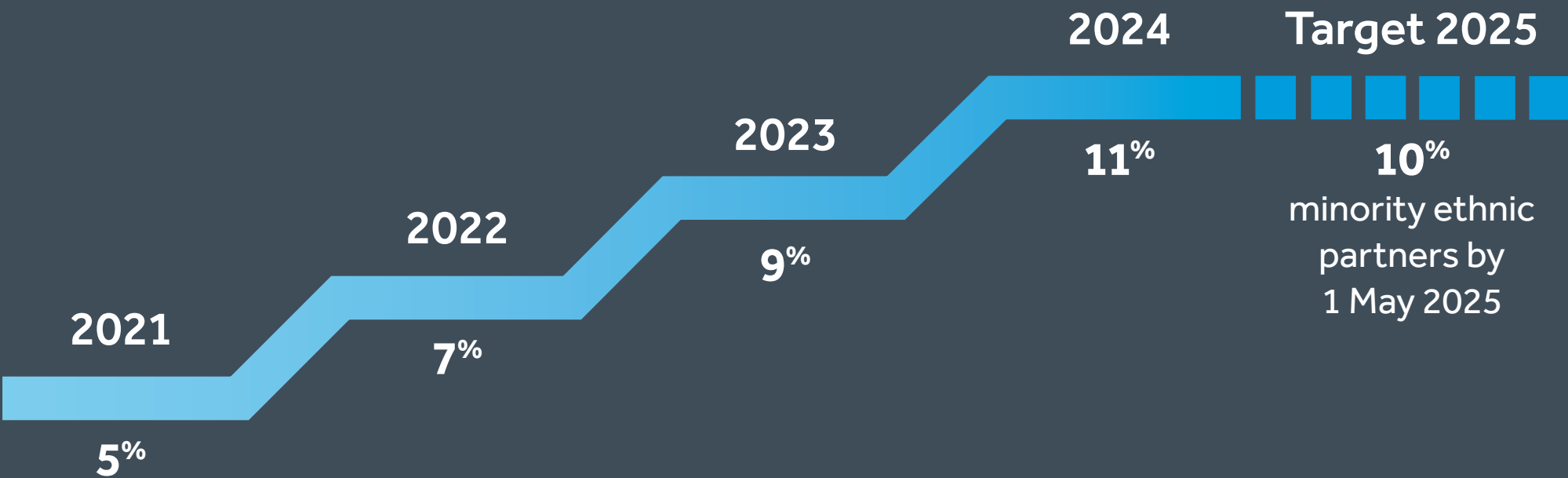
Our diversity targets

In 2021, we outlined our commitment to improving minority ethnic representation at our firm, publishing our ethnicity action plan, which outlined aspirational targets and the actions that we would take to meet them. We followed that with global gender targets at leadership level in February 2022. Our current diversity targets run until 1 May 2025; this report outlines our progress and actions at May 2024.

“ I’m incredibly pleased we have met our initial aspirational leadership representation target ahead of schedule. This achievement reflects the effort and commitment we have placed on making progress in this area. But, while it’s an important milestone to recognise, meeting any of our targets was, and never will be, an end point for us. We want to continue to make progress in terms of representation and ensure that our workplace is one in which all of our colleagues can be themselves and thrive at work. We will never be complacent.

– EIFION MORRIS, CHIEF EXECUTIVE OFFICER

Race/ethnicity



All data is as at 1 May 2024, with the exception of the recruitment data, which covers the recruitment cycle from September 2022 to October 2023. The majority of the trainees who have accepted offers will join us in 2025.

Highlights since launching our ethnicity action plan

We’ve met our recruitment and leadership targets.

Our [Black Talent Programme](#) is embedded in our recruitment process.

We have run specific career development programmes for associates to help retain minority ethnic lawyers and support them to navigate their career.

In 2023, high potential business services colleagues took up the opportunity to participate in a cross-company mentoring programme.

Our people are mentoring aspiring black lawyers and legal professionals on the Black Lawyers Mentoring programme.

We partnered with BASE Law, a Warwick University student society of state educated and/or Black and minority ethnic students interested in pursuing a career in law.

We’ve built race-based hair inclusion into our dress-code policy, in an effort to ensure that Black colleagues don’t experience hair discrimination at work.

We launched our Hear My Name campaign – with colleagues adding name badges to their email signatures – highlighting the importance of colleagues making the effort to learn and pronounce names correctly.

In 2024, we launched our [flexible bank holiday exchange policy](#), a benefit which may be particularly valued by those who observe or celebrate religious or cultural events that are significant to them, and those who have family based outside of the UK.

Achieved
Proportional retention of minority ethnic lawyers each year

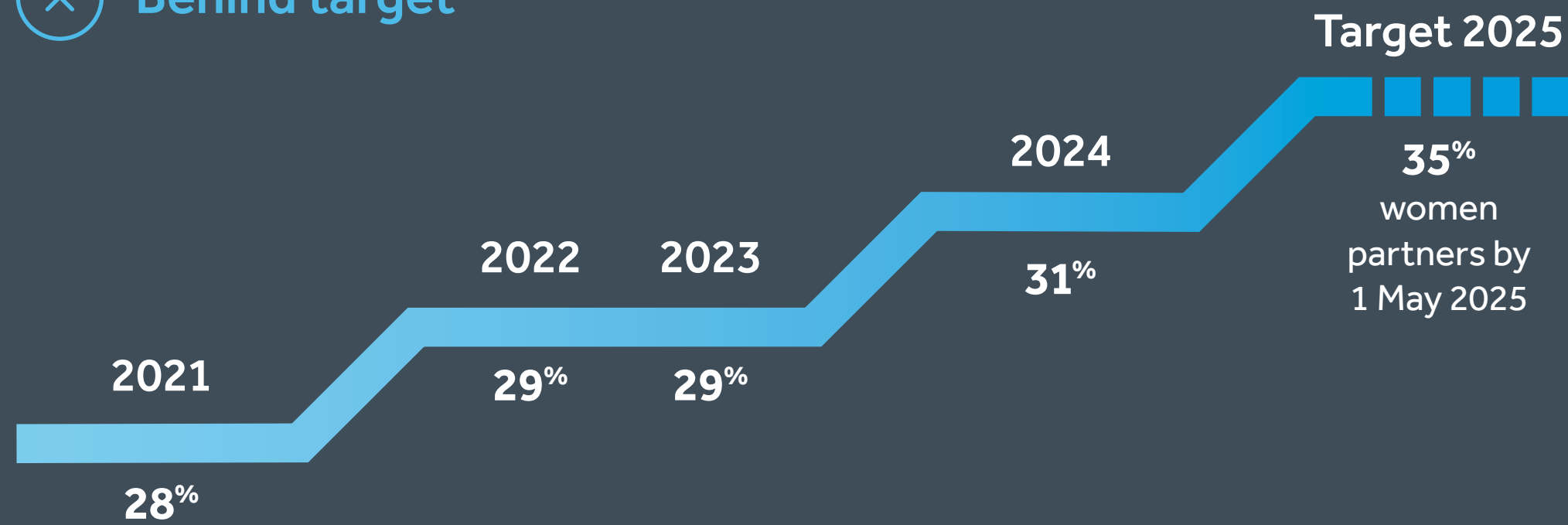
Behind target
Proportional retention of minority ethnic business services professionals

Achieved
30% minority ethnic trainees, of whom 10% would be Black each year

Our diversity targets

Gender

⊗ Behind target



All data is as at 1 May 2024

Highlights since launching our gender targets

In 2023, we launched our Women’s Partner Pipeline Programme (WPPP), which supports women who are a few years out from partnership and their partner sponsors.

We continue to run Our Female Career Progression Programme (FCPP), which supports associates to navigate their career and strengthen their networks in the firm and with our clients.

In May 2024, we launched our new parents and carers network.

In 2022, we launched a range of new and enhanced policies to ensure we are doing all we can to support those on the pathway to parenthood, parents and carers globally. These policies and support are for everyone, but we know that much of it will have a positive impact on women in our business, including normalising men in our business taking up enhanced parental leave and sharing caring responsibilities. You can read more about our offering [here](#).

In 2021, we launched [our menopause policy](#) and awareness programme, with further enhanced benefits provided in January 2024.

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It’s heartening to see that our efforts to increase the diversity of our partnership are coming to fruition. Our Global Leadership team has been gender balanced for some time now, but we’ve been working towards a more gender balanced partnership overall. This year, we have met an important milestone, where our partnership is now made up of over 30% women. We’re still behind our aspirational target and are by no means complacent, and our commitment to progress remains.

– EIFION MORRIS, CHIEF EXECUTIVE OFFICER

We continue to monitor pay and progression by gender and ethnicity to identify trends where applicable. We’ve also increased the number of practice groups with structured work allocation, which has a range of benefits including supporting us to ensure that the distribution of work is equitable.

We recognise the value of time spent on diversity and that many of the people who dedicate the most time to this are from underrepresented groups in our workplace; since May 2022 colleagues who spend time progressing diversity-related activity can now record this time as “productive” and it can contribute towards targets and bonuses.

See our diversity statistics [here](#).
Read our diversity pay report (ethnicity and gender) [here](#).

