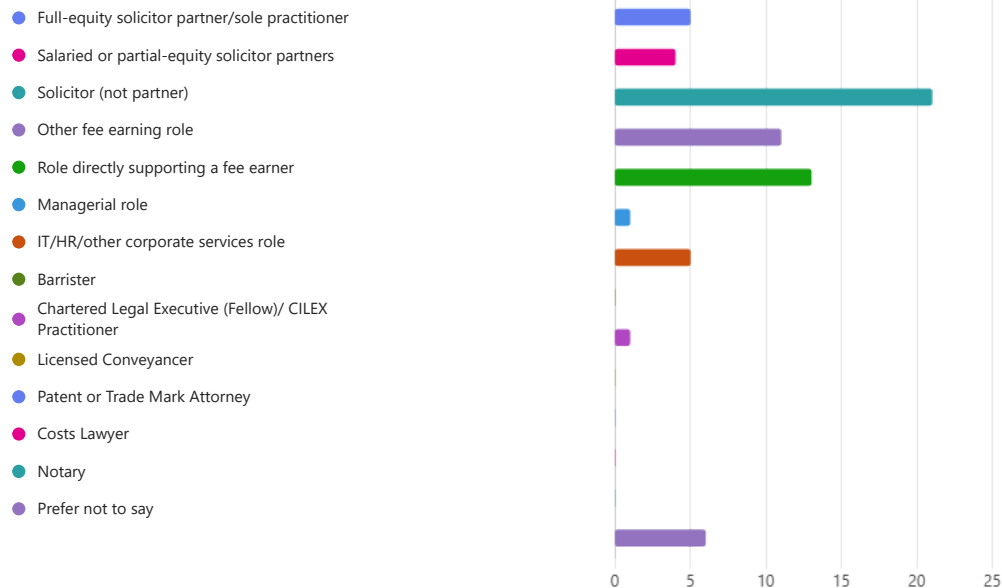


Swinburne Maddison Diversity Data

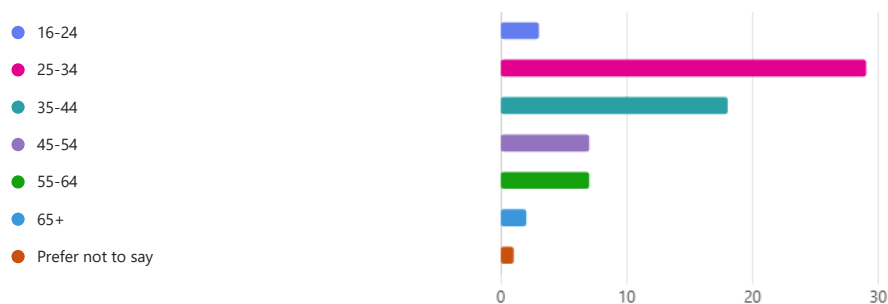
2025

As a firm, Swinburne Maddison recognises the importance of a diverse workforce. In June 2025, we collected diversity data to meet our regulatory obligations with the Solicitors Regulation Authority (SRA) and to help us build a more inclusive workplace that reflects everyone's experiences and needs. Below is a summary of the findings.

1. Select one category which best describes your role in the firm. (Reference to solicitors includes registered foreign lawyers)

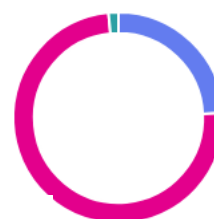


2. Which age category are you in?



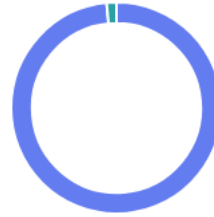
3. What is your sex?

- Male
- Female
- Prefer not to say



4. Is your gender identity the same as your sex registered at birth?

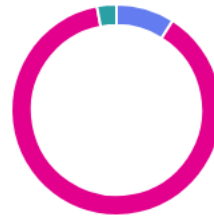
- Yes
- No
- Prefer not to say



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

The Equality Act 2010 defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition.

- Yes
- No
- Prefer not to say



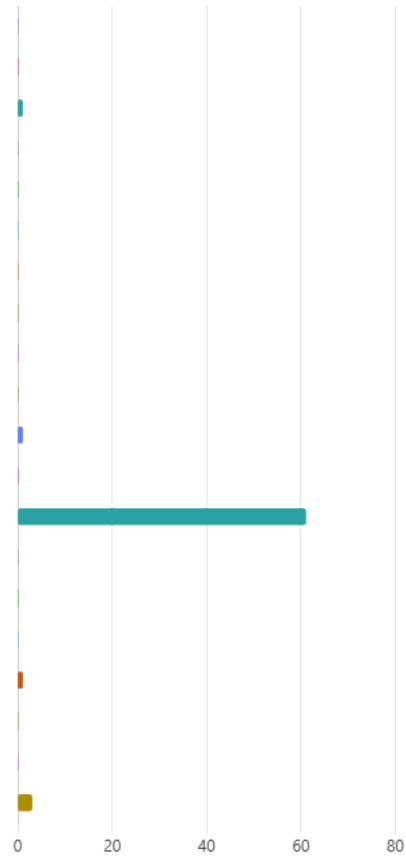
6. Are your day-to-day activities limited by your disability or condition?

- Yes, limited a lot
- Yes, limited a little
- No
- Prefer not to say



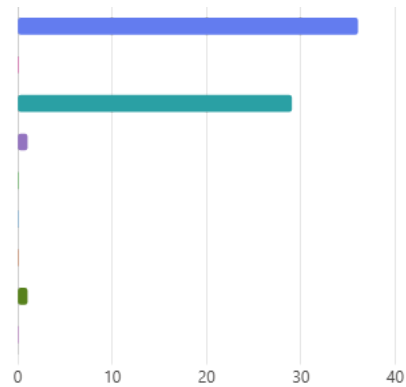
7. What is your ethnicity?

- Bangladeshi
- Chinese
- Indian
- Pakistani
- Any other Asian background
- African
- Carribbean
- Any other Black background
- White and Asian
- White and Black African
- White and Black Caribbean
- Any other Mixed/Multiple ethnic background
- British/English/Welsh/Northern Irish/Scottish
- Irish
- Gypsy or Irish Traveller
- Roma
- Any other White background
- Arab
- Any other ethnic group
- Prefer not to say



8. What is your religion or belief?

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



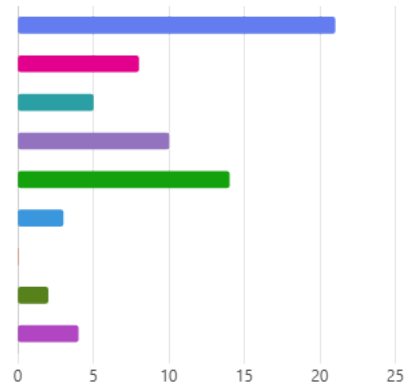
9. What is your sexual orientation?

- Bi
- Gay/Lesbian
- Heterosexual
- Other preferred description
- Prefer not to say



10. What was the occupation of your main household earner when you were aged about 14?

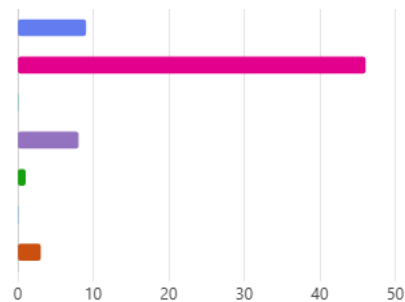
- Modern and traditional professional occupations such as: teacher, nurse, physiotherapist, social...
- Senior, middle, or junior managers or administrators such as: finance manager, chief...
- Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent,...
- Technical and craft occupations such as: motor mechanic, plumber, printer, electrician,...
- Routine, semi-routine, manual, and service occupations such as: postal worker, machine...
- Small business owners who employed less than 25 people such as: corner shop owners, small...
- Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for...
- Other such as: retired, this question does not apply to me, I don't know
- Prefer not to say



11. Which type of school did you attend for the most time between the ages of 11 and 16?

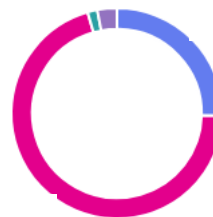
If you changed schools, please base your answer on the last two years of your education

- State-run or state-funded school (selective on academic, faith or other grounds)
- State-run or state-funded school (non-selective)
- Independent / fee-paying school where I received a bursary covering 90% or more of m...
- Independent / fee-paying school where I received no bursary or a bursary covering less...
- Attended school outside the UK
- Don't know / not sure / other
- Prefer not to say



12. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

- Yes, one or both of my parents attended university
- No, neither of my parents attended university
- Don't know/not sure
- Prefer not to say



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

- Yes
- No
- Prefer not to say



14. Do you look after or care for someone 18 or over with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

- No
- Yes, 1-19 hours a week
- Yes, 20-49 hours a week
- Yes, 50 or more hours a week
- Prefer not to say

