



WRIGLEYS
— SOLICITORS —

2023 Diversity Report





Diversity at Wrigleys

Being able to provide an inclusive workplace for everyone is important to us. We are conscious that this is an evolving area and the data presented in this document will help us to evaluate what we need to do differently to ensure that anyone with the right skills feels able to apply to and succeed at Wrigleys – whoever they are and whatever their background.

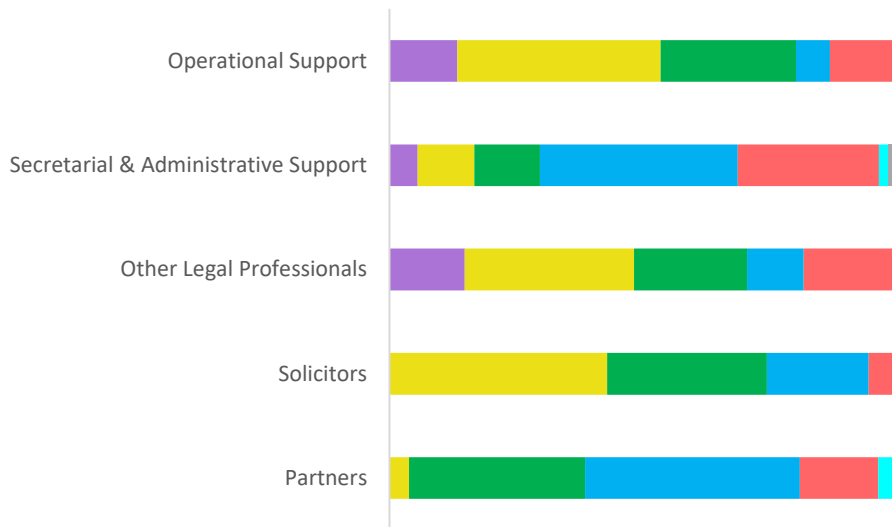
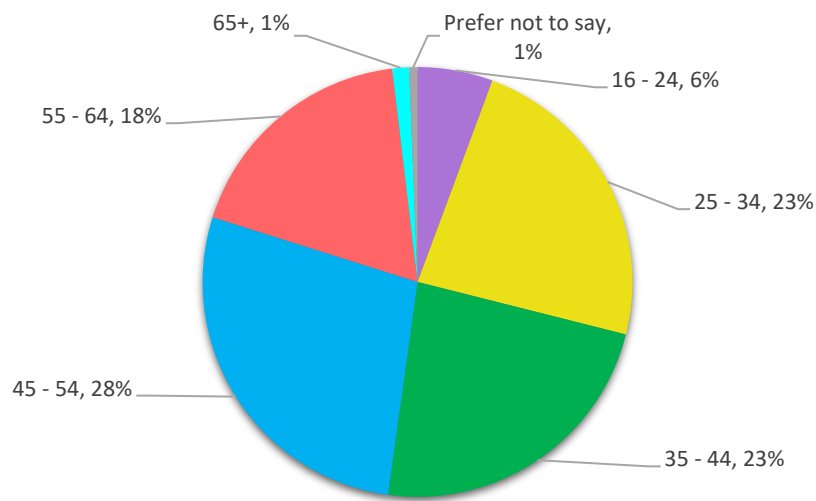
71% of Wrigleys' colleagues completed the SRA diversity questionnaire in 2023.

Notes:

- 1. The data presented in this document was collected as part of the SRA's 2023 Diversity Questionnaire.*
- 2. The data presented in this document is based on the responses of those colleagues who completed the questionnaire. The questionnaire has a 71% response rate.*
- 3. Figures have been rounded and therefore some categories will not total 100%.*
- 4. Other legal professionals include trainees, paralegals and legal executives.*
- 5. Operational support includes colleagues working in our IT, Business Development & Events, Operations and Accounts departments.*

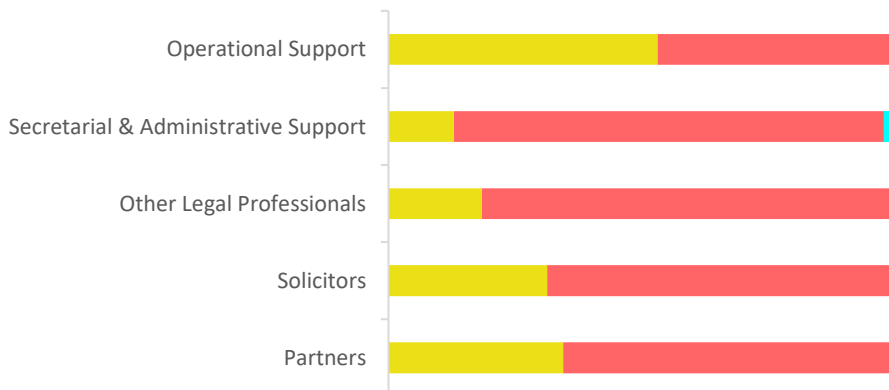
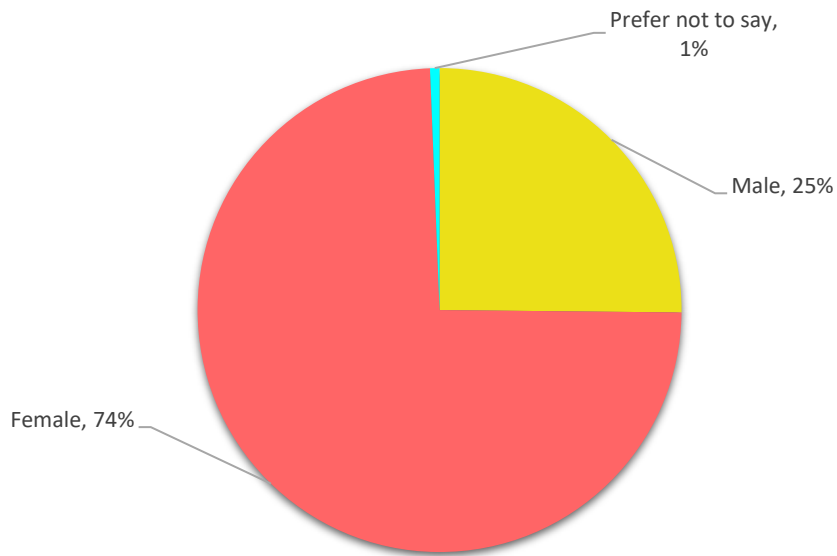
What age category are you in?

	Partners	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Operational Support	Total
16 - 24	0%	0%	15%	6%	13%	6%
25 - 34	4%	43%	33%	11%	40%	23%
35 - 44	35%	31%	22%	13%	27%	23%
45 - 54	42%	20%	11%	39%	7%	28%
55 - 64	15%	6%	19%	28%	13%	18%
65+	4%	0%	0%	2%	0%	1%
Prefer not to say	0%	0%	0%	2%	0%	1%



What is your sex?

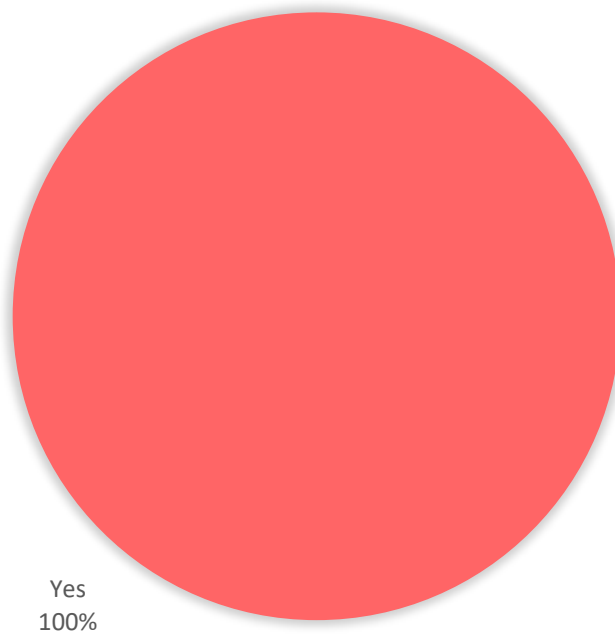
	Partners	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Operational Support	Total
Male	35%	31%	19%	13%	53%	25%
Female	65%	69%	81%	85%	47%	74%
Other preferred description	0%	0%	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	2%	0%	1%



Is the gender you identify with the same as your sex registered at birth?

	Partners	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Operational Support	Total
Yes						100%
No						0%
Prefer not to say						0%

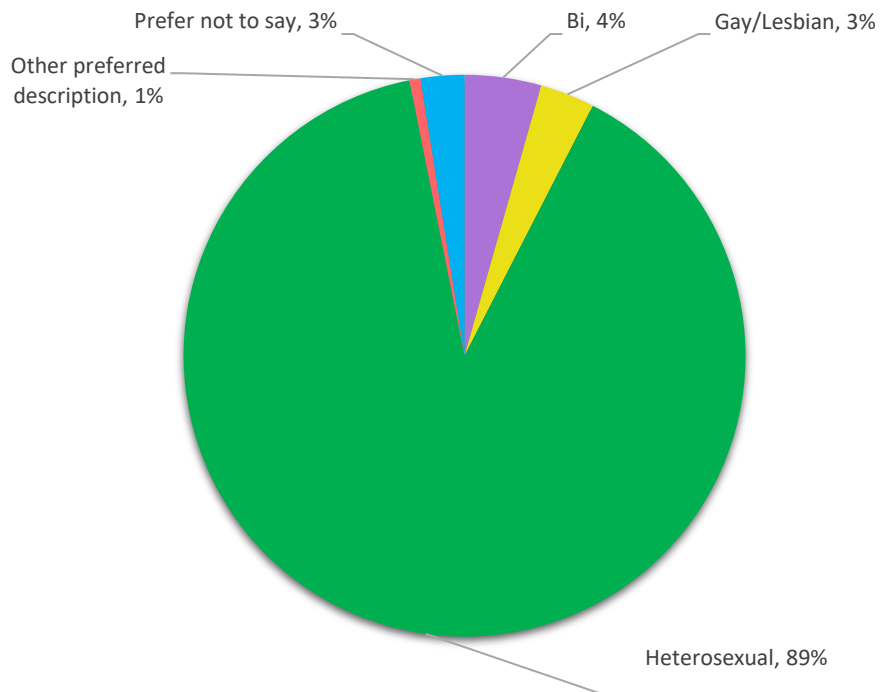
N.B. Results presented on a firm wide basis to protect confidentiality.



What is your sexual orientation?

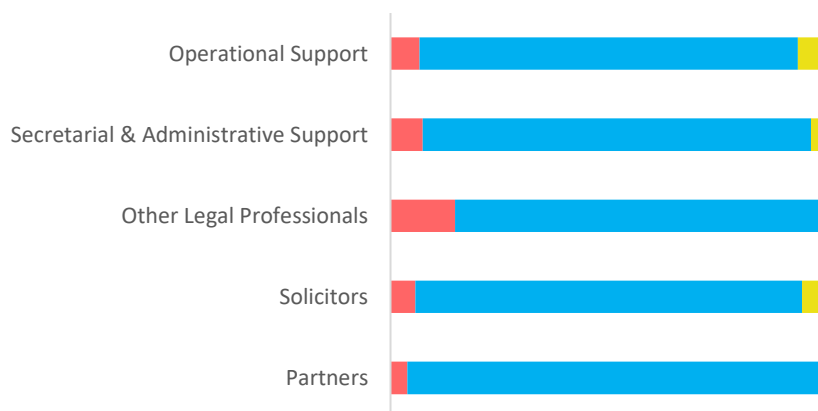
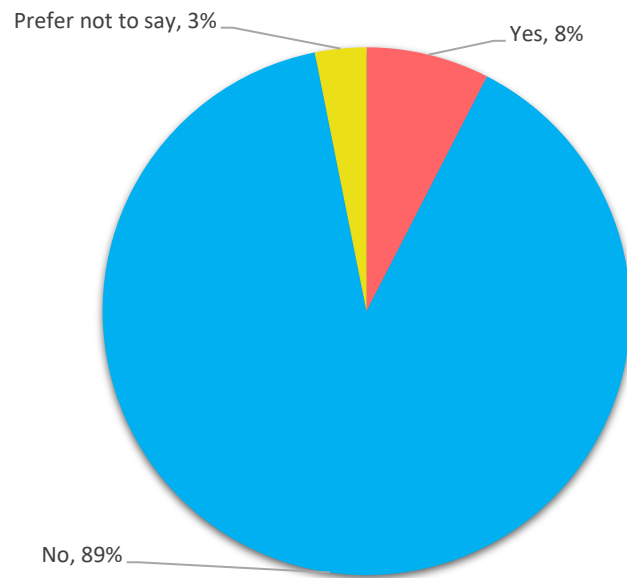
	Partners	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Operational Support	Total
Bi						4%
Gay/Lesbian						3%
Heterosexual						89%
Other preferred description						1%
Prefer not to say						3%

N.B. Results presented on a firm wide basis to protect confidentiality.



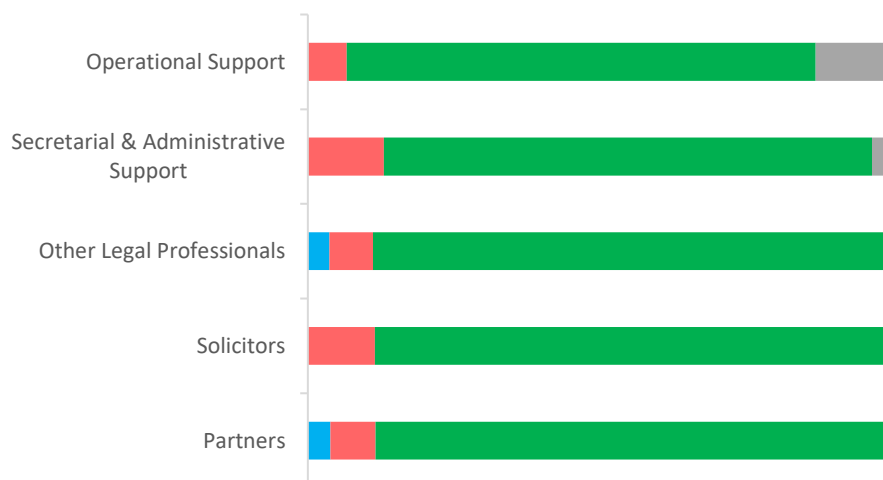
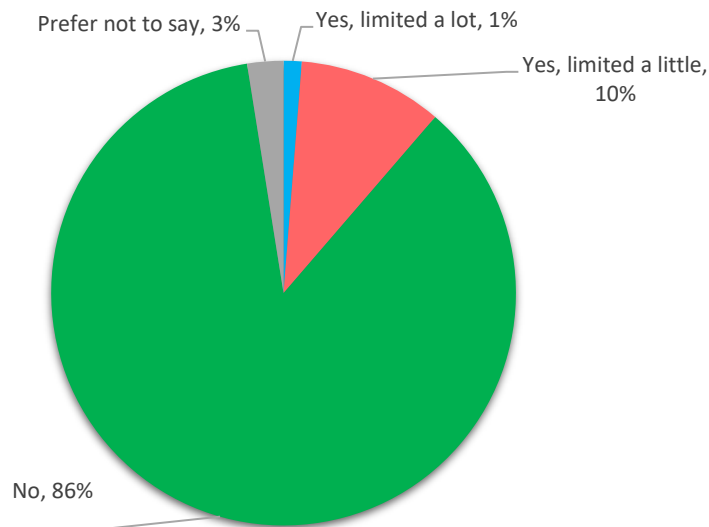
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

	Partners	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Operational Support	Total
Yes	4%	6%	15%	7%	7%	8%
No	96%	89%	85%	89%	87%	89%
Prefer not to say	0%	6%	0%	4%	7%	3%



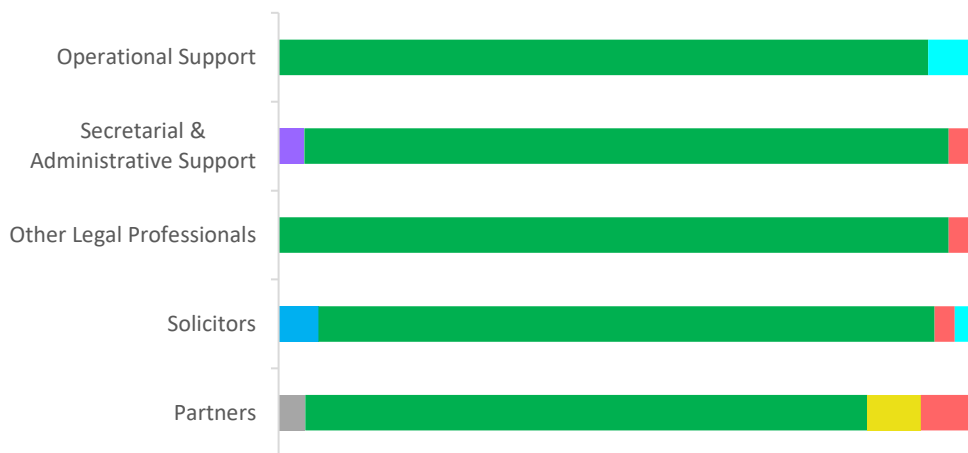
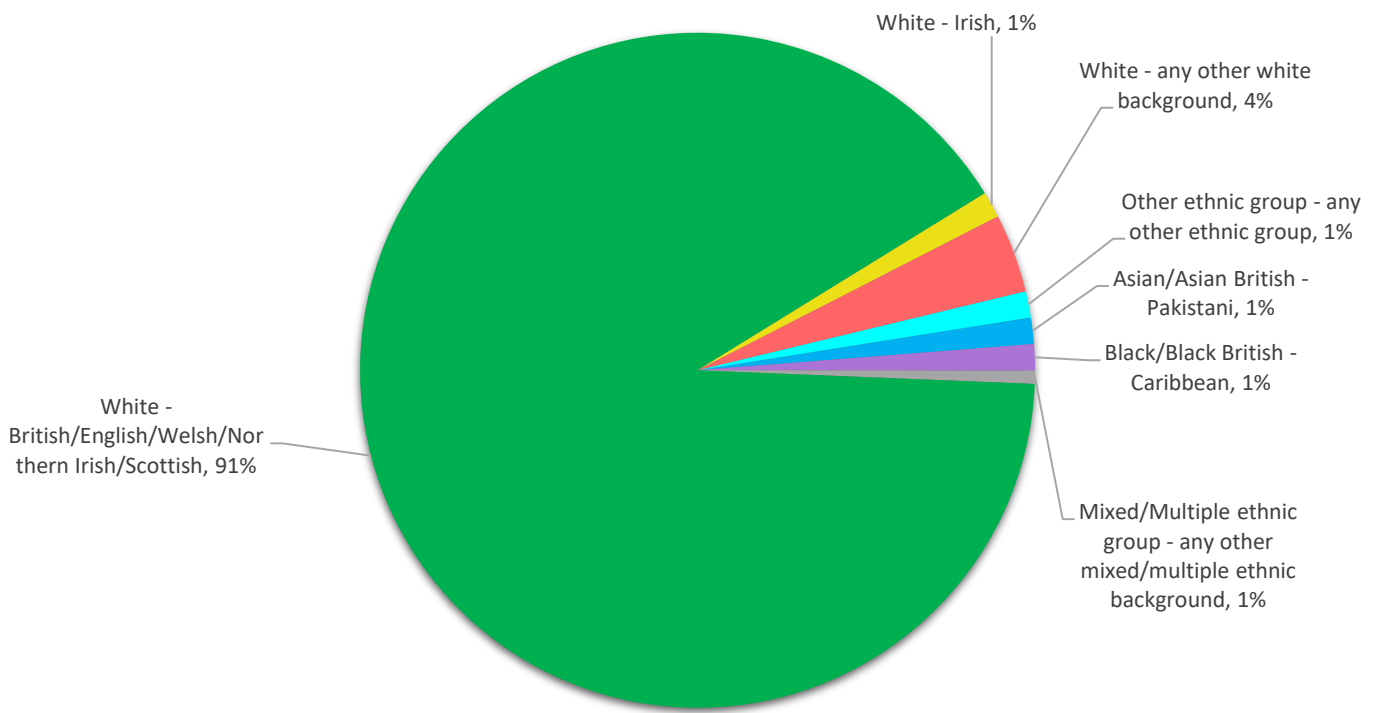
Are your day-to-day activities limited because of a health problem or a disability which has lasted, or is expected to last, at least 12 months?

	Partners	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Operational Support	Total
Yes, limited a lot	4%	0%	4%	0%	0%	1%
Yes, limited a little	8%	11%	7%	13%	7%	10%
No	88%	89%	89%	83%	80%	86%
Prefer not to say	0%	0%	0%	4%	13%	3%



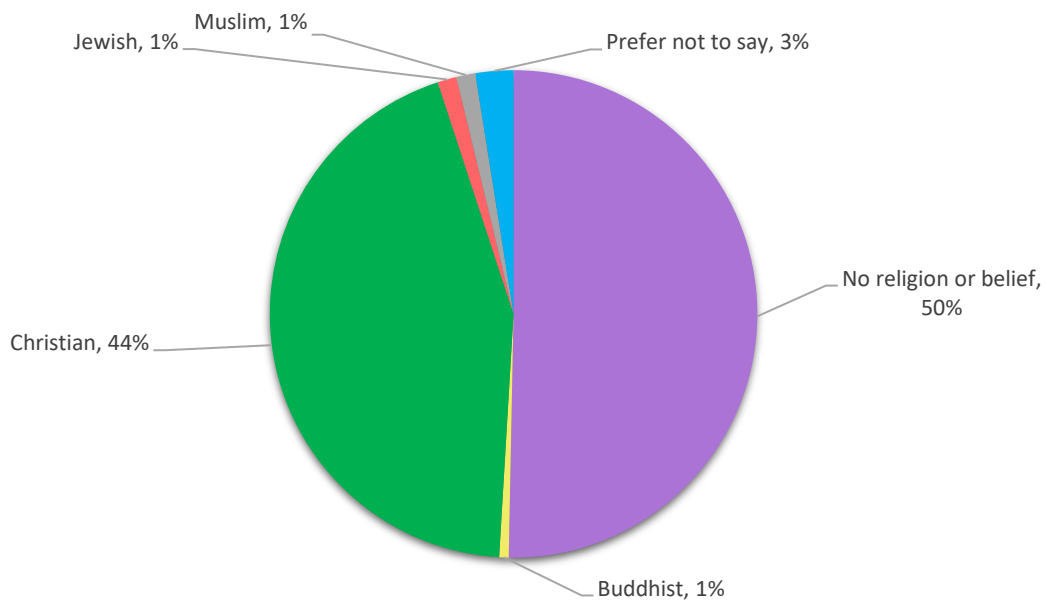
What is your ethnic group?

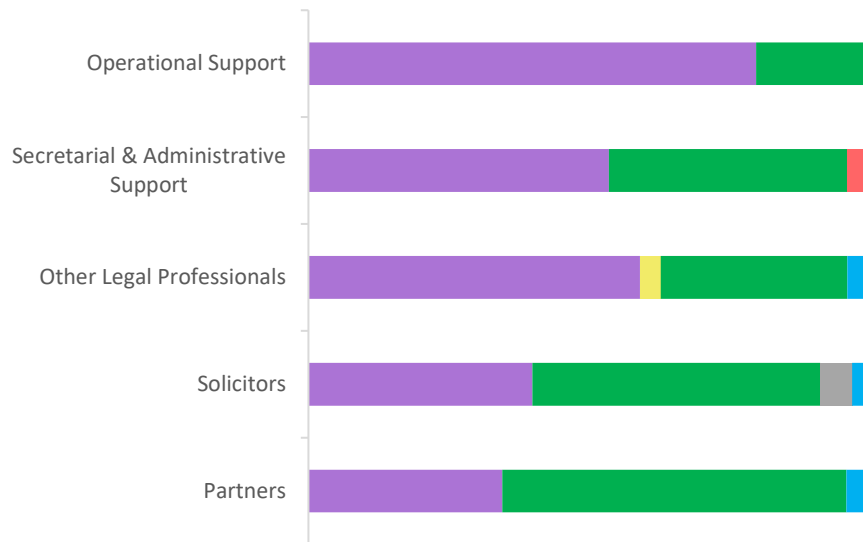
	Partners	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Operational Support	Total
Asian/Asian British - Bangladeshi	0%	0%	0%	0%	0%	0%
Asian/Asian British - Chinese	0%	0%	0%	0%	0%	0%
Asian/Asian British - Indian	0%	0%	0%	0%	0%	0%
Asian/Asian British - Pakistani	0%	6%	0%	0%	0%	1%
Any other Asian background	0%	0%	0%	0%	0%	0%
Black/Black British - African	0%	0%	0%	0%	0%	0%
Black/Black British - Caribbean	0%	0%	0%	4%	0%	1%
Any other Black background	0%	0%	0%	0%	0%	0%
Mixed/Multiple Ethnic Group - White and Asian	0%	0%	0%	0%	0%	0%
Mixed/Multiple Ethnic Group - White and Black African	0%	0%	0%	0%	0%	0%
Mixed/Multiple Ethnic Group - White and Black Caribbean	0%	0%	0%	0%	0%	0%
Any other Mixed / multiple ethnic background	4%	0%	0%	0%	0%	1%
White - British / English / Welsh / Northern Irish / Scottish	81%	89%	96%	93%	93%	91%
White - Irish	8%	0%	0%	0%	0%	1%
White - Gypsy or Irish Traveller	0%	0%	0%	0%	0%	0%
White - Roma	0%	0%	0%	0%	0%	0%
Any other White background	8%	3%	4%	4%	0%	4%
Other Ethnic Group - Arab	0%	0%	0%	0%	0%	0%
Any other ethnic group	0%	3%	0%	0%	7%	1%
Prefer not to say	0%	0%	0%	0%	0%	0%



What is your religion or belief?

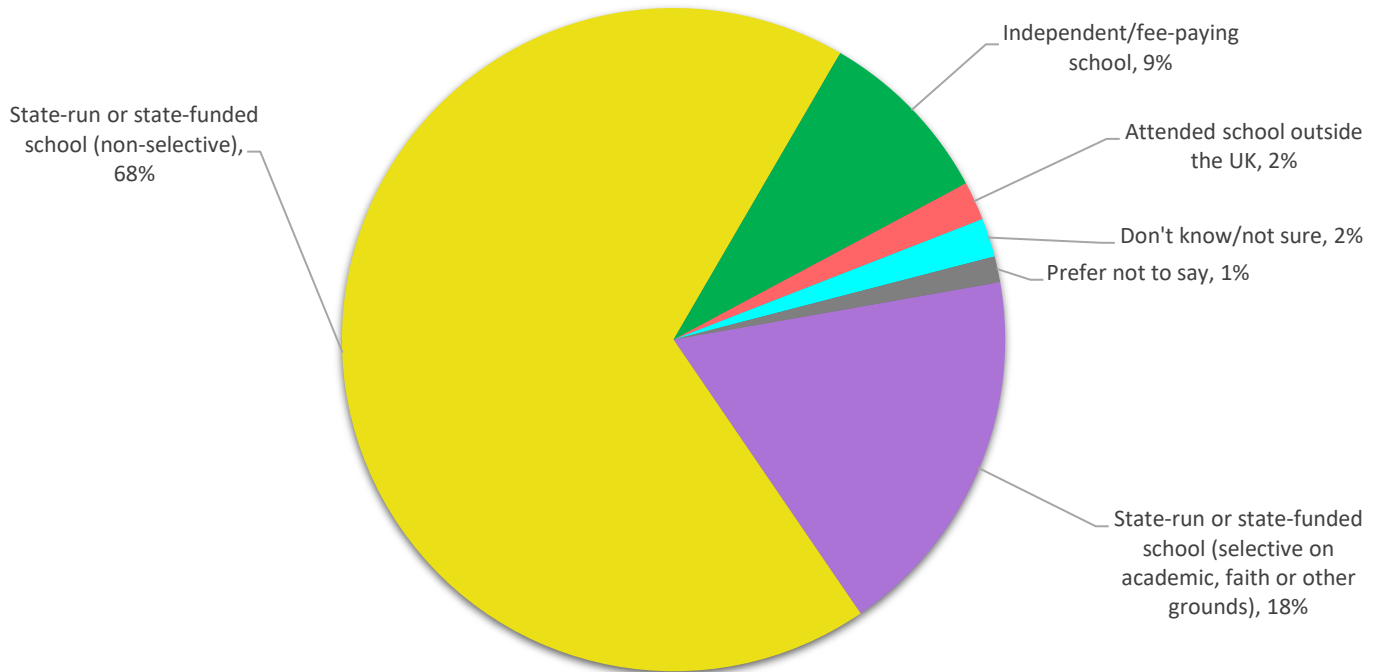
	Partners	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Operational Support	Total
No religion or belief	35%	40%	59%	54%	80%	50%
Buddhist	0%	0%	4%	0%	0%	1%
Christian	62%	51%	33%	43%	20%	44%
Hindu	0%	0%	0%	0%	0%	0%
Jewish	0%	0%	0%	4%	0%	1%
Muslim	0%	6%	0%	0%	0%	1%
Sikh	0%	0%	0%	0%	0%	0%
Any other religion or belief	0%	0%	0%	0%	0%	0%
Prefer not to say	4%	3%	4%	0%	0%	3%

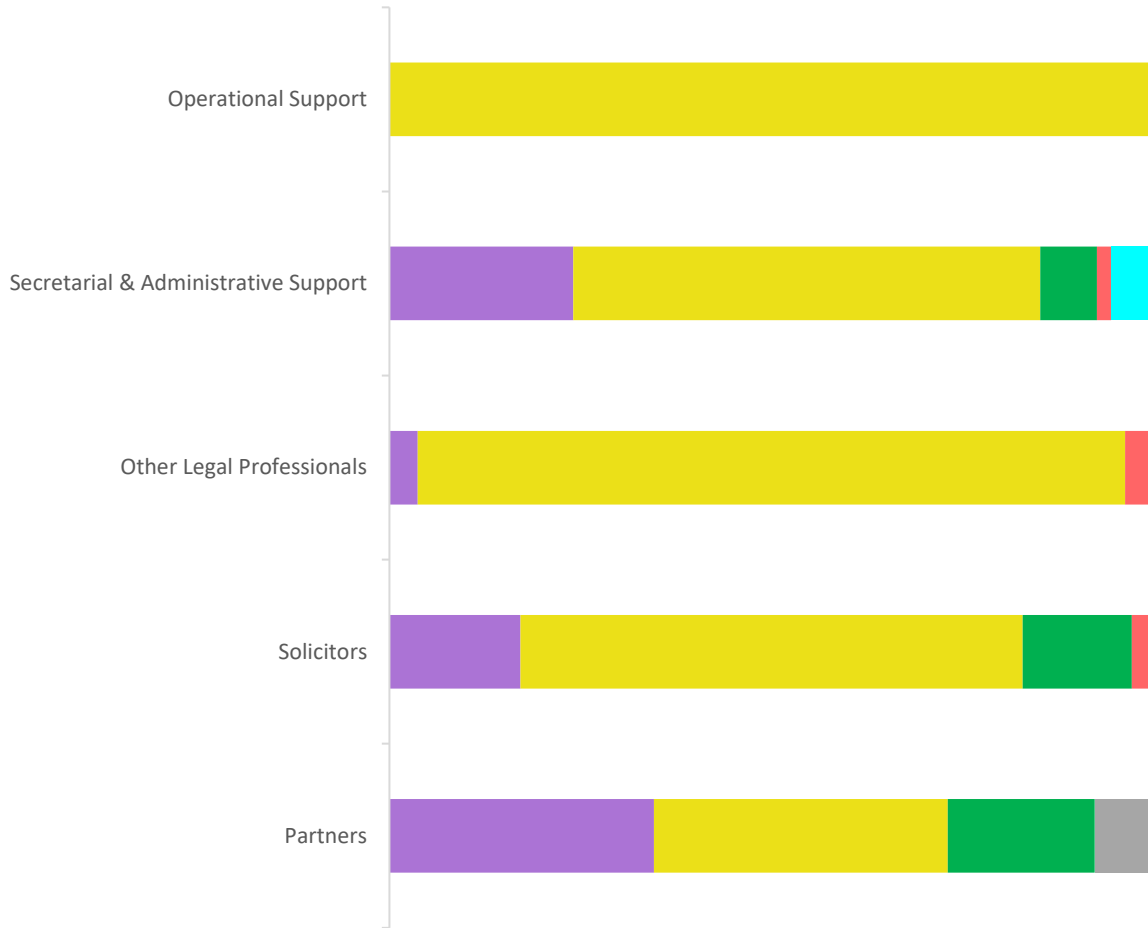




Which type of school did you attend for the most time between the ages 11-16?

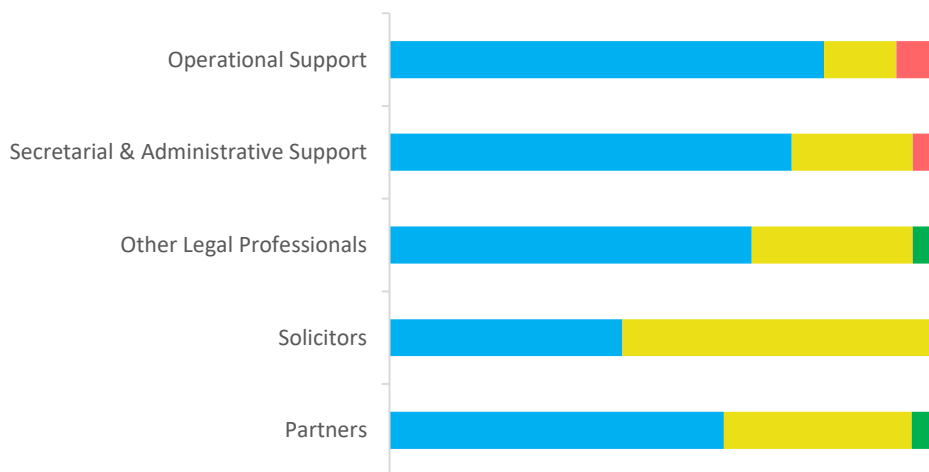
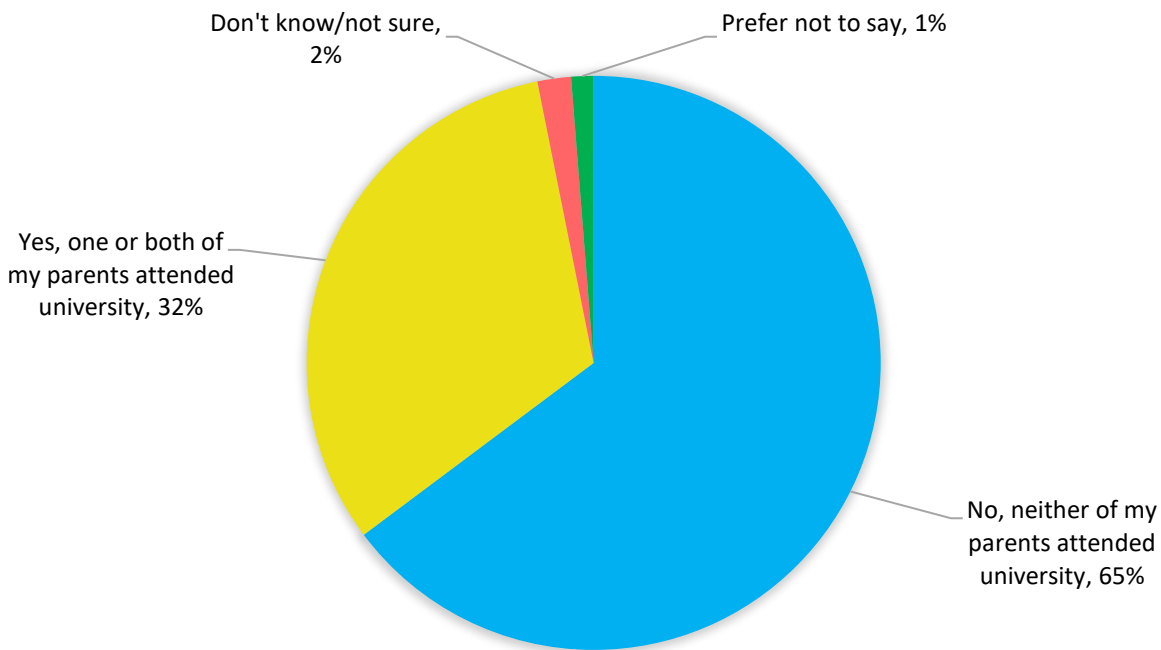
	Partners	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Operational Support	Total
State School (Selective)	35%	17%	4%	24%	0%	18%
State School (Non-selective)	38%	66%	93%	61%	100%	68%
Independent School	19%	14%	0%	7%	0%	9%
Independent School (with bursary covering more than 90% of fees)	0%	0%	0%	0%	0%	0%
Attended school outside the UK	0%	3%	4%	2%	0%	2%
Don't know/not sure	0%	0%	0%	6%	0%	2%
Prefer not to say	8%	0%	0%	0%	0%	1%





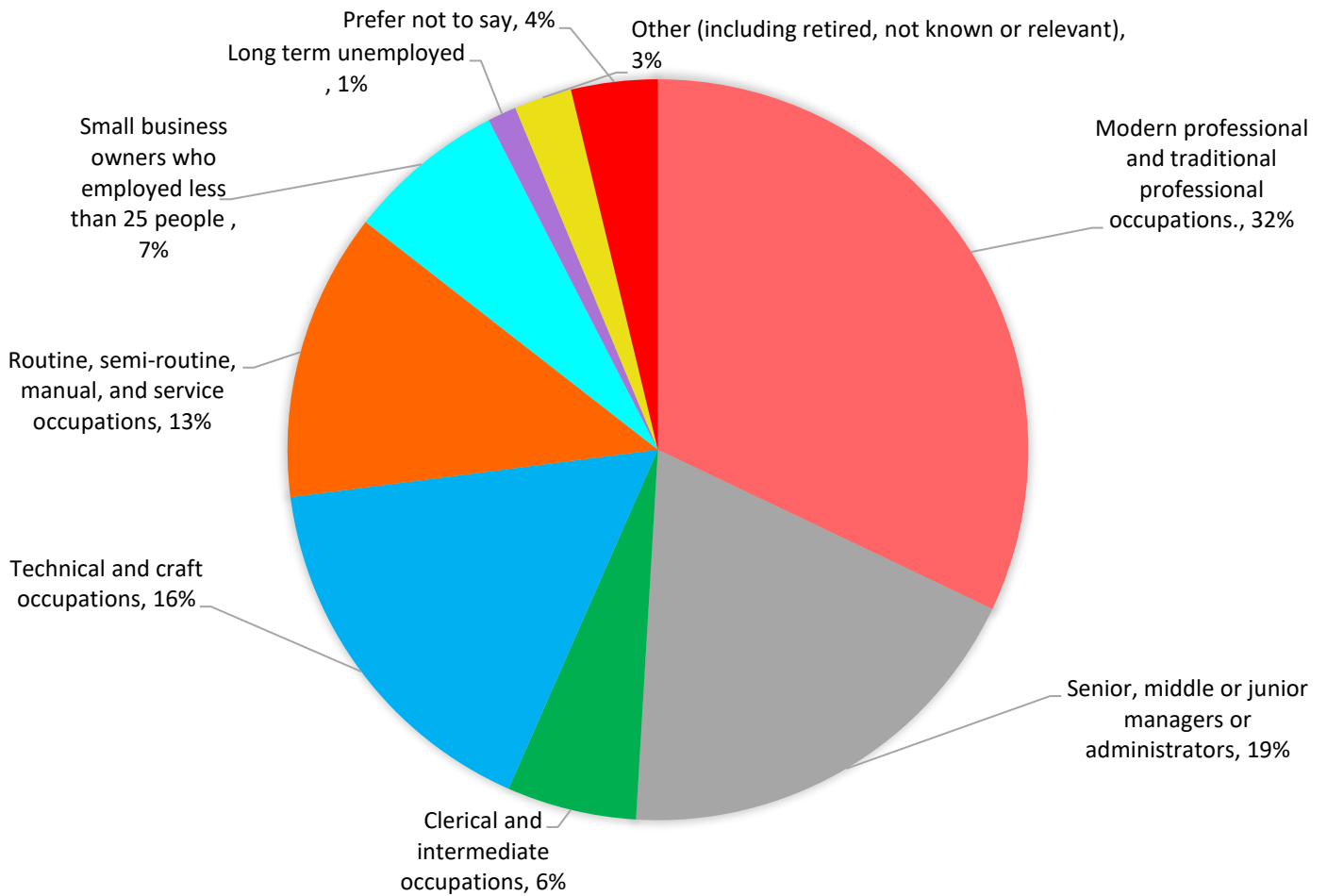
Did either of your parents attend university by the time you were 18?

	Partners	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Operational Support	Total
No	62%	43%	67%	74%	80%	65%
Yes	35%	57%	30%	22%	13%	32%
Don't know	0%	0%	0%	4%	7%	2%
Prefer not to say	4%	0%	4%	0%	0%	1%



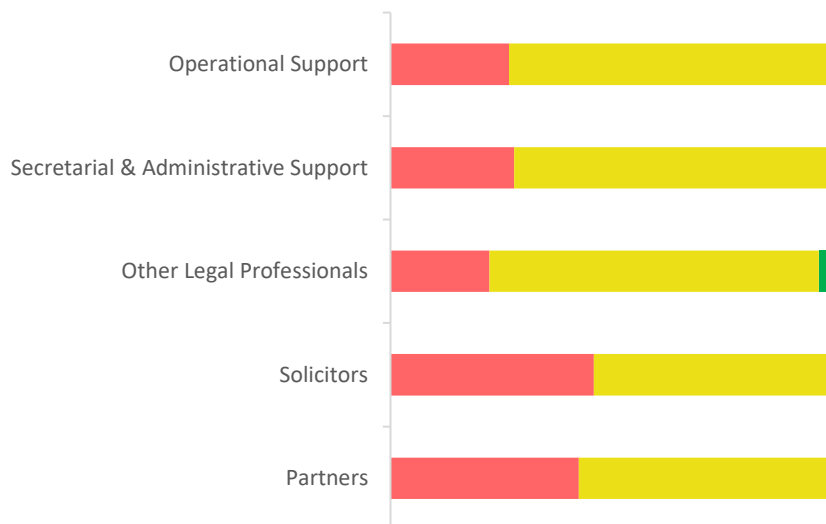
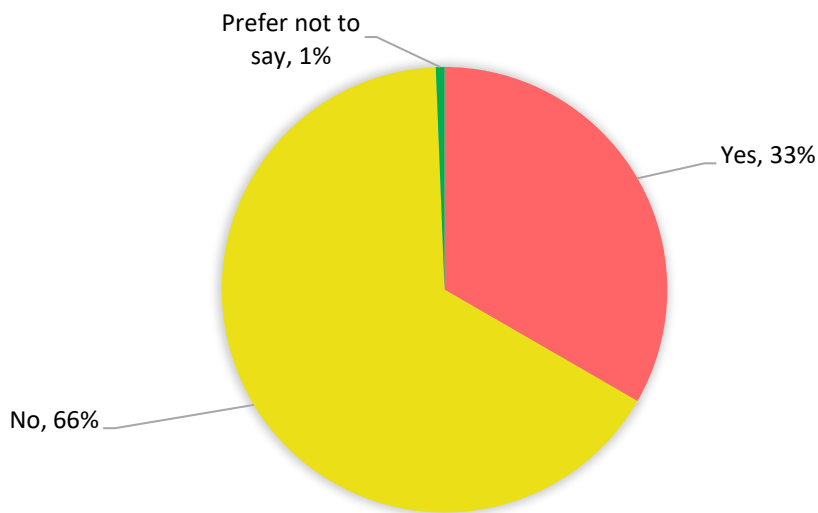
What was the occupation of your main household earner when you were about 14?

	Partners	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Operational Support	Total
Modern professional and traditional professional occupations	42%	46%	30%	20%	27%	32%
Senior, middle or junior managers or administrators	8%	17%	19%	26%	20%	19%
Clerical and intermediate occupations	4%	3%	11%	6%	7%	6%
Technical and craft occupations	19%	17%	7%	20%	13%	16%
Routine, semi-routine manual and service occupations	4%	3%	19%	17%	20%	13%
Small business owners who employed less than 25 people	15%	11%	4%	4%	0%	7%
Other (including retired, not known or not relevant.)	4%	3%	7%	0%	0%	3%
Long term unemployed	0%	0%	0%	2%	7%	1%
Prefer not to say	4%	0%	4%	6%	7%	4%



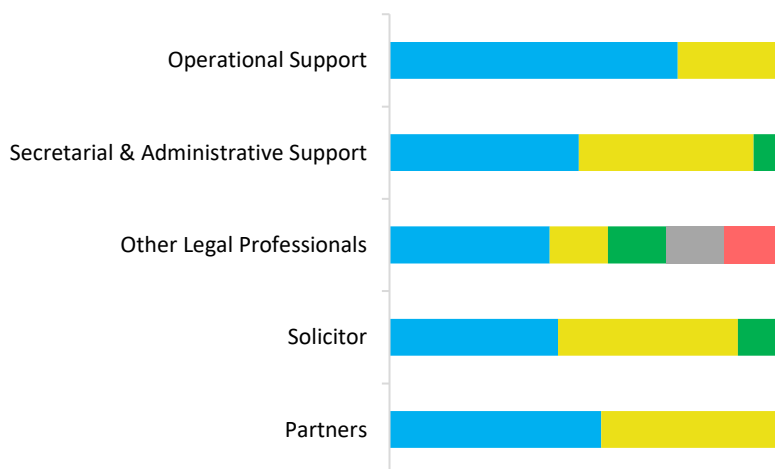
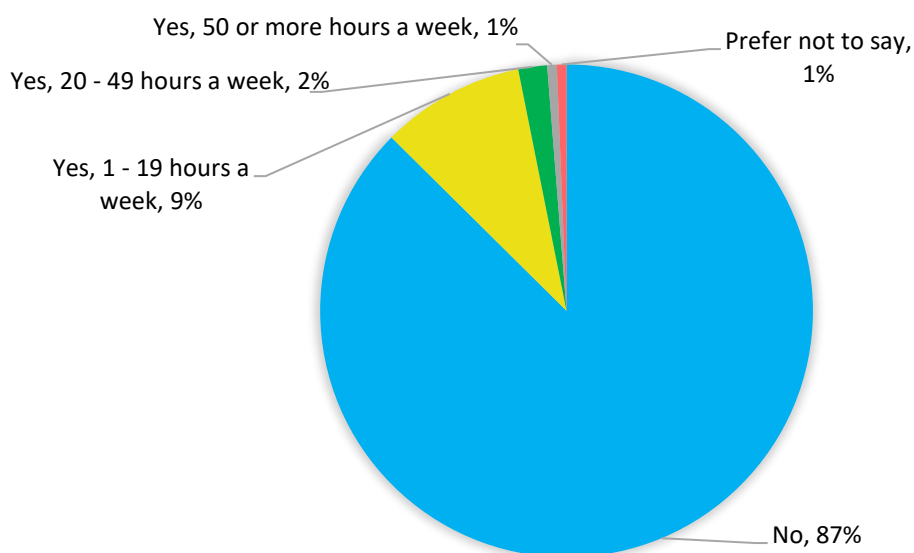
Are you a primary carer for a child or children under 18?

	Partners	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Operational Support	Total
Yes	42%	46%	22%	28%	27%	33%
No	58%	54%	74%	72%	73%	66%
Prefer not to say	0%	0%	4%	0%	0%	1%



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

	Partners	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Operational Support	Total
No	88%	86%	85%	87%	93%	87%
Yes, 1 - 19 hours a week	12%	11%	4%	11%	7%	9%
Yes, 20 - 49 hours a week	0%	3%	4%	2%	0%	2%
Yes, 50 or more hours a week	0%	0%	4%	0%	0%	1%
Prefer not to say	0%	0%	4%	0%	0%	1%





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