

DIVERSITY INFORMATION

At Lex Solicitors & Notary Ltd, we are committed to fostering a diverse and inclusive workplace where everyone feels valued and can thrive. We believe that a diverse workforce brings a wider range of perspectives, enhances creativity, and better serves our clients and communities.

As part of our commitment and in line with Solicitors Regulation Authority (SRA) requirements, we collect and publish data about the diversity make-up of our workforce. This data helps us monitor our progress, identify areas for improvement, and shape our equality, diversity, and inclusion strategy.

The data presented below is anonymised and aggregated to ensure no individual can be identified.

Our Diversity Breakdown (based on **2025** survey responses)

1. Role Categories

<u>Role Category</u>	<u>Percentage of Workforce</u>
Full-equity solicitor partner / sole practitioner	25%
Salaried or partial-equity solicitor partners	0%
Solicitor (not partner)	25%
Other fee earning role	0%
Role directly supporting a fee earner	25%
Managerial role	0%
IT/HR/other corporate services role	0%
Barrister	0%
Chartered Legal Executive (Fellow)/CILEX Practitioner	0%
Licensed Conveyancer	0%
Patent or Trade Mark Attorney	0%
Costs Lawyer	0%
Notary	25%
Prefer not to say / No response	0%

2. Age Categories

<u>Age Category</u>	<u>Percentage of Workforce</u>
16-24 -	25%
25-34	0%
35-44 -	0%

45-54 -	50%
55-64 -	0%
65+ -	25%
Prefer not to say / No response	0%

3. Sex

Sex	Percentage of Workforce
Male	25%
Female	75%
Prefer not to say / No response	0%

4. Gender Identity (same as sex registered at birth)

Response	Percentage of Workforce
Yes	100%
No	0%
Prefer not to say / No response	0%

5. Disability (according to Equality Act 2010 definition)

Response	Percentage of Workforce
Yes	0%
No	100%
Prefer not to say / No response	0%

6. Day-to-day activities limited by disability or condition

Response	Percentage of Workforce
Yes, limited a lot	0%
Yes, limited a little	0%
No	100%
Prefer not to say / No response	0%

7. Ethnicity

Ethnic Group	Percentage of Workforce
Asian / Asian British	75%
Black / Black British	0%
Mixed / Multiple ethnic group	0%
White	25%
Other ethnic group	0%
Prefer not to say / No response	0%

8. Religion or Belief

Religion or Belief	Percentage of Workforce
No religion or belief	0%
Buddhist	0%
Christian	25%
Hindu	0%
Jewish	0%
Muslim	0%
Sikh	75%
Any other religion or belief	0%
Prefer not to say / No response	0%

9. Sexual Orientation

Sexual Orientation	Percentage of Workforce
Bi	0%
Gay / Lesbian	0%
Heterosexual	100%
Other preferred description	0%
Prefer not to say / No response	0%

10. Occupation of main household earner when aged about 14

Occupation Type	Percentage of Workforce
Modern and traditional professional occupations	25%
Senior, middle, or junior managers or administrators	0%
Clerical and intermediate occupations	50%
Technical and craft occupations	25%
Routine, semi-routine, manual, and service occupations	0%
Small business owners who employed less than 25 people	0%
Long term unemployed	0%
Other / Don't know / Not applicable	0%
Prefer not to say / No response	0%

11. Type of school attended for the most time between ages of 11 and 16

School Type	Percentage of Workforce
State-run or state-funded school (selective)	0%
State-run or state-funded school (non-selective)	75%
Independent / fee-paying school (90%+ bursary)	0%
Independent / fee-paying school (less than 90% bursary)	0%
Attended school outside the UK	25%
Prefer not to say / No response	0%

12. Did either of your parents attend university and gain a degree by the time you were 18?

Response	Percentage of Workforce
Yes, one or both parents attended university	50%
No, neither parents attended university	50%
Don't know / not sure	0%
Prefer not to say / No response	0%

13. Primary carer for a child or children under 18?

Response	Percentage of Workforce
Yes	0%
No	100%
Prefer not to say / No response	0%

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)?

Response	Percentage of Workforce
No	100%
Yes, 1-19 hours a week	0%
Yes, 20-49 hours a week	0%
Yes, 50 or more hours a week	0%
Prefer not to say / No response	0%