Diversity & Inclusion Data

Key data about the team at Hodge Jones & Allen Solicitors

- 66% of our Management Board are female
- 67% of partners are female

Gender Breakdown

<table>
<thead>
<tr>
<th>Staff Category</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partners</td>
<td>67%</td>
<td>33%</td>
</tr>
<tr>
<td>Solicitors</td>
<td>72%</td>
<td>28%</td>
</tr>
<tr>
<td>Other Fee Earners</td>
<td>88%</td>
<td>12%</td>
</tr>
<tr>
<td>Business Services</td>
<td>68%</td>
<td>32%</td>
</tr>
<tr>
<td>Total Firm Breakdown</td>
<td>73%</td>
<td>27%</td>
</tr>
</tbody>
</table>

Ethnicity Breakdown

<table>
<thead>
<tr>
<th>Staff Category</th>
<th>Bangladeshi</th>
<th>Chinese</th>
<th>Indian</th>
<th>Pakistani</th>
<th>Other Asian</th>
<th>African</th>
<th>Caribbean</th>
<th>Other Black</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partners</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Solicitors</td>
<td>3.5%</td>
<td>2%</td>
<td>10.5%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td></td>
<td>2%</td>
</tr>
<tr>
<td>Other Fee Earners</td>
<td>7.5%</td>
<td>2.5%</td>
<td>5%</td>
<td>2.5%</td>
<td>12%</td>
<td>5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Services</td>
<td>3%</td>
<td>8%</td>
<td>1.5%</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
<td></td>
<td>5%</td>
</tr>
<tr>
<td>Total Headcount</td>
<td>4%</td>
<td>1.5%</td>
<td>6.5%</td>
<td>1.5%</td>
<td>4%</td>
<td>2.5%</td>
<td></td>
<td>2%</td>
</tr>
</tbody>
</table>
## Diversity & Inclusion Data

### Ethnicity Breakdown

<table>
<thead>
<tr>
<th>Staff Category</th>
<th>White &amp; Asian</th>
<th>White &amp; Black African</th>
<th>White &amp; Black Caribbean</th>
<th>Other Mixed</th>
<th>British White</th>
<th>Irish</th>
<th>Other White</th>
<th>Prefer Not To Say</th>
<th>No Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partners</td>
<td>2%</td>
<td>2%</td>
<td>29%</td>
<td>4%</td>
<td>4%</td>
<td>6%</td>
<td>4%</td>
<td>6%</td>
<td>45%</td>
</tr>
<tr>
<td>Solicitors</td>
<td></td>
<td></td>
<td>5%</td>
<td>38%</td>
<td>2%</td>
<td>3.5%</td>
<td>2%</td>
<td>2%</td>
<td>29.5%</td>
</tr>
<tr>
<td>Other Fee Earners</td>
<td>2.5%</td>
<td>5%</td>
<td>29%</td>
<td>2.5%</td>
<td>5%</td>
<td></td>
<td></td>
<td></td>
<td>22%</td>
</tr>
<tr>
<td>Business Services</td>
<td>1.5%</td>
<td>1.5%</td>
<td>3%</td>
<td>1.5%</td>
<td>38.5%</td>
<td>1.5%</td>
<td>11%</td>
<td></td>
<td>18.5%</td>
</tr>
<tr>
<td>Total Headcount</td>
<td>0.5%</td>
<td>1%</td>
<td>1.5%</td>
<td>3.5%</td>
<td>34%</td>
<td>2.5%</td>
<td>6%</td>
<td>2%</td>
<td>28%</td>
</tr>
</tbody>
</table>

### Gender Breakdown

*Please note totals may not equal 100% due to rounding.

<table>
<thead>
<tr>
<th>Age</th>
<th>%*</th>
</tr>
</thead>
<tbody>
<tr>
<td>16-24</td>
<td>10%</td>
</tr>
<tr>
<td>25-34</td>
<td>35%</td>
</tr>
<tr>
<td>35-44</td>
<td>27%</td>
</tr>
<tr>
<td>45-54</td>
<td>20%</td>
</tr>
<tr>
<td>55-64</td>
<td>7%</td>
</tr>
<tr>
<td>65+</td>
<td>1%</td>
</tr>
</tbody>
</table>