

ASHMANS SOLICITORS - PUBLICATION OF EQUALITY AND DIVERSITY DATA 2015

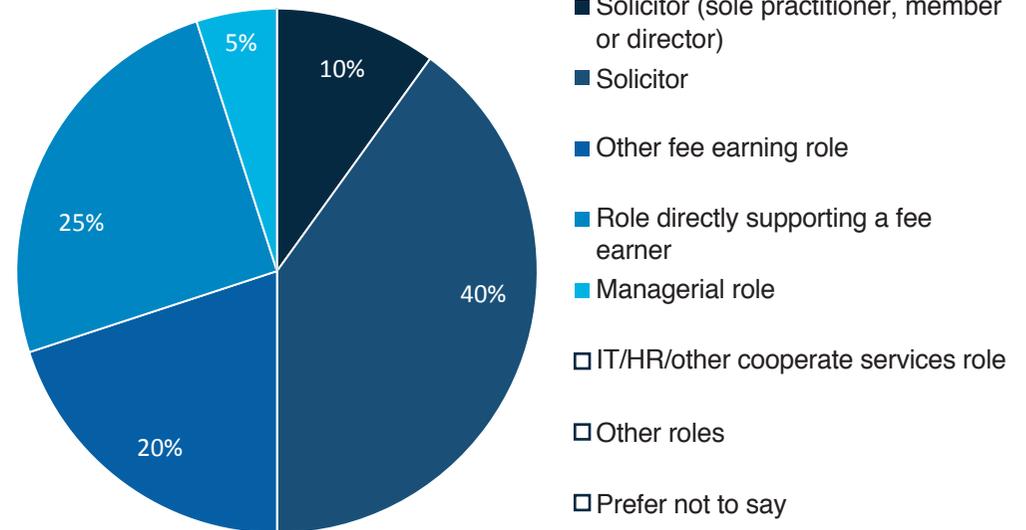
All firms regulated by the SRA are required to collect report and publish workforce diversity data annually.

As part of our commitment to the promotion of equality and diversity and in accordance with the firm's professional obligations to the SRA we carried out surveys in September 2015. All individuals were given the opportunity to provide their diversity data by filling out a questionnaire without any legal or regulatory obligation. The response rate for the survey was 100%.

Subject to certain exceptions, and in accordance with SRA guidelines, Ashmans Solicitors publish a summary of information obtained from the survey. We collate but do not publish data relating to sexual orientation or religion/belief. We are mindful of our obligations to keep sensitive personal data private and not to identify any individual.

Here are the results:

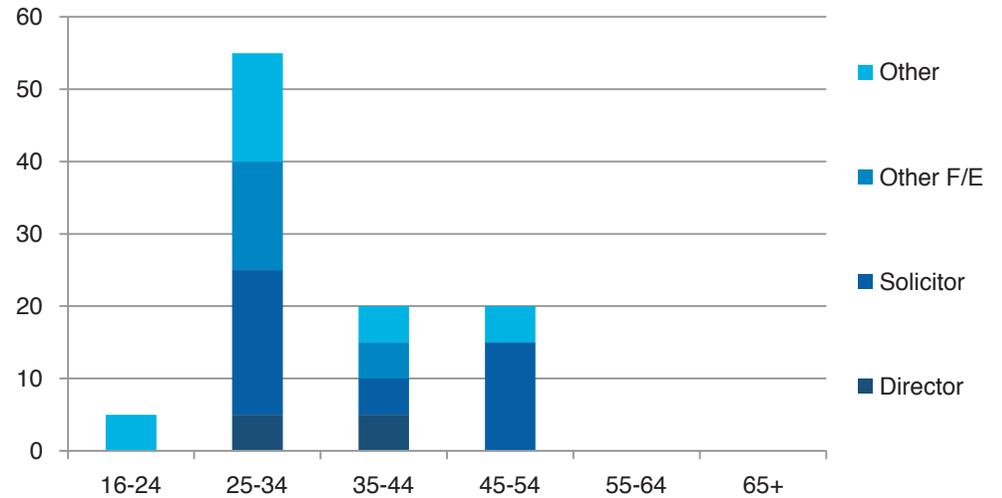
The category which best describes your role in the firm	%
Solicitor (sole practitioner, member or director)	10%
Solicitor	40%
Other fee earning role	20%
Role directly supporting a fee earner	25%
Managerial role	5%
IT/HR/other cooperate services role	0%
Other roles	0%
Prefer not to say	0%



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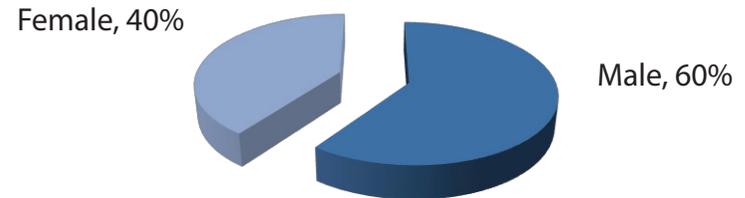
Age	Director	Solicitor	Other F/E	Other	Total
16 - 24	0%	0%	0%	5%	5%
25 - 34	5%	20%	15%	15%	55%
35 - 44	5%	5%	5%	5%	20%
45 - 54	0%	15%	0%	5%	20%
55 - 64	0%	0%	0%	0%	0%
65+	0%	0%	0%	0%	0%

Age



Gender	Director	Solicitor	Other F/E	Other	Total
Male	10%	30%	10%	10%	60%
Female	0%	10%	10%	20%	40%

Gender



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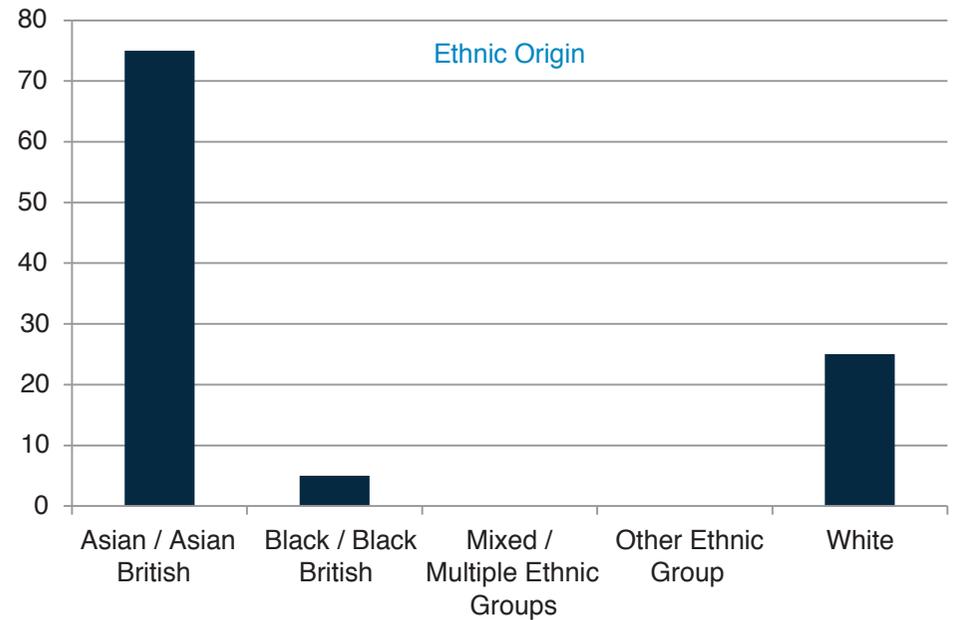
Disability

Disability	Director	Solicitor	Other F/E	Other	Total
Yes	0%	0%	0%	0%	0%
No	10%	40%	20%	30%	100%

Limited?	Director	Solicitor	Other F/E	Other	Total
Yes	0%	0%	0%	0%	0%
No	10%	40%	20%	30%	100%

Ethnic Origin

Ethnic Origin	Director	Solicitor	Other F/E	Other	Total
Asian / Asian British	10%	30%	15%	20%	75%
Black / Black British	0%	5%	0%	0%	5%
Mixed / Multiple Ethnic Groups	0%	0%	0%	0%	0%
Other Ethnic Group	0%	0%	0%	0%	0%
White	0%	5%	5%	10%	20%
Total Black and Minority Ethnic (BME)	10%	35%	15%	20%	80%



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Attended fee or state school between ages 11-18

Type	Director	Solicitor	Other F/E	Other	Total
UK State School	10%	25%	20%	25%	80%
UK Independent / Fee-paying School	0%	0%	0%	5%	5%
Attended school outside the UK	0%	15%	0%	0%	15%

First generation at university

First generation at university	Director	Solicitor	Other F/E	Other	Total
Yes	10%	30%	15%	15%	70%
No	0%	10%	0%	0%	10%
Did not attend university	0%	0%	5%	5%	20%
Attended university (Total first and not first generation)	10%	50%	15%	15%	80%

Primary carer for a child / children under 18

Primary Carer	Director	Solicitor	Other F/E	Other	Total
Yes	0%	15%	0%	10%	25%
No	10%	20%	20%	20%	70%
Prefer not to say	0%	5%	0%	0%	5%

Provides help and support to family or others

Help/Support	Director	Solicitor	Other F/E	Other	Total
Yes	5%	0%	5%	10%	20%
No	5%	40%	15%	20%	80%