

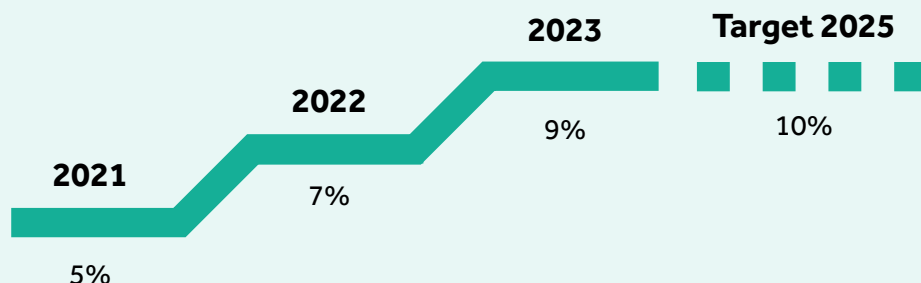
Our diversity targets - 2023 update

In 2021, we outlined our commitment to improving minority ethnic representation at our firm, publishing our ethnicity action plan, which outlined aspirational targets and actions that we would take. We followed that with global gender targets at leadership level in February 2022.

Race/ethnicity

On track

10% minority ethnic partners by 1 May 2025



Highlights since launching our ethnicity action plan

- We've met our recruitment. From our latest recruitment cycle, 41% of trainees who will join us are ethnic minorities, 19% of whom are Black.
- We are on track to meet our leadership targets.
- Our **Black Talent Programme** is embedded in our recruitment process.
- We ran the Stay Programme, to help retain minority ethnic lawyers and develop their career managers as allies.
- Our people are mentoring aspiring Black lawyers and legal professionals on the Black Lawyers Mentoring programme.
- We partner with BASE Law, a Warwick University student society of state educated and/or Black and minority ethnic students interested in pursuing a career in law.
- We've built race-based hair inclusion into our dress-code policy, in an effort to ensure that Black colleagues don't experience hair discrimination at work.
- We launched our Hear My Name campaign – with colleagues adding name badges to their email signatures – highlighting the importance of colleagues making the effort to learn and pronounce names correctly.

Proportional retention of minority ethnic lawyers each year

Achieved



Proportional retention of minority ethnic business services professionals

Behind target



30% minority ethnic trainees, of whom 10% would be Black each year

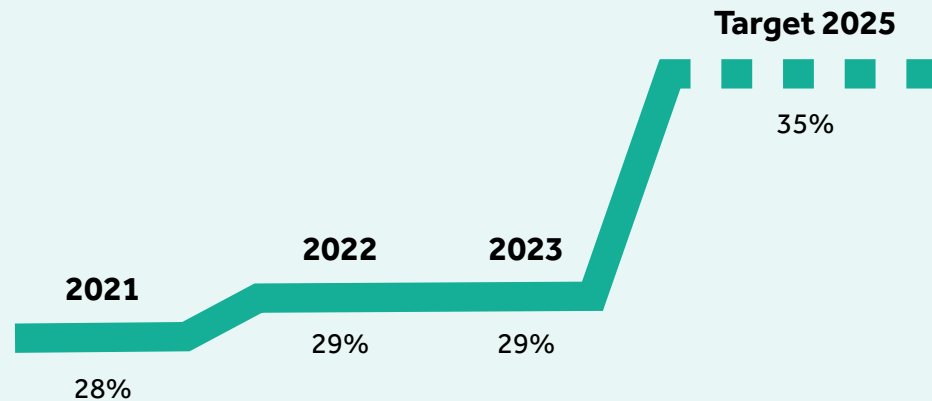
Achieved



Gender

Behind target

35% women partners by 1 May 2025



50% of our global leadership team are women

"We're frustrated not to have made more progress towards our gender targets this year. We have a strong pipeline of women at managing associate level, and we're committed to ensuring that our internal partner promotions will be more balanced in 2024 and 2025. We also recognise that we need to do more to attract women in our lateral partner hiring, which has been our greatest challenge in progressing towards our gender targets to date and remains so as we grow our business. It's something we're actively addressing."

Eifion Morris, chief executive officer

Highlights since launching our gender targets

- In 2023 we launched our Women's Partner Pipeline Programme (WPPP), which supports women who are a few years out from partnership and their partner sponsors.
- We continue to run Our Female Career Progression Programme (FCPP), which supports associates to navigate their career and strengthen their networks in the firm and with our clients.
- In 2022, we launched a range of new and enhanced policies to ensure we are doing all we can to support those on the pathway to parenthood, parents and carers globally. These policies and support are for everyone, but we know that much of it will have a positive impact on women in our business, including normalising men in our business taking up enhanced parental leave and sharing caring responsibilities. You can read more about our offering [here](#).
- We launched our global menopause policy and awareness programme.

In addition to the above, we continue to monitor pay and progression by gender and ethnicity to identify trends where applicable. We've also increased the number of practice groups with structured work allocation, which has a range of benefits including supporting us to ensure that the distribution of work is equitable.

We recognise the value of time spent on diversity and that many of the people who dedicate the most time to this are from underrepresented groups in our workplace; since May 2022 colleagues who spend time progressing diversity-related activity can now record this time as "productive" and it can contribute towards targets and bonuses.

- See our diversity statistics [here](#)
- Read our Ethnicity action plan – 1 year on report [here](#)
- Read our Diversity pay report (ethnicity and gender) [here](#)

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The data published in this report is published by Stephenson Harwood Services Limited, a wholly owned subsidiary of Stephenson Harwood LLP. Stephenson Harwood Services Limited is the main employing entity of our UK based employees. A note about the data: All data is as at 1 May 2023, with the exception of the recruitment data, which covers the recruitment cycle from September 2021 to October 2022. The majority of the trainees who have accepted offers will join us in 2024. This report was updated in May 2024 to correct an inaccuracy in the data.