



DIVERSITY, EQUITY & INCLUSION 2025 Report

INTRODUCTION

EMW is fully committed to being a diverse and inclusive employer, but we recognise that there is always more that can be done. Bringing together people with different backgrounds, cultures and perspectives drives innovation and strengthens our business. We want our workforce and stakeholders to be truly representative of all sections of society - feeling respected, empowered to reach their full potential and, most importantly, able to be themselves.

To reach this goal, we must be honest about where we fall short so we can focus on meaningful, measurable improvement.

Every 2 years the Solicitors Regulatory Authority requires all regulated firms, regardless of size, to collect, report and publish data about the diversity make-up of their workforce. We last collected data in June through an anonymous online survey. 63% of you responded to the survey and this report is based on those responses.

The data gives a clear picture of our current position (and comparisons with the profession as a whole are based on data collected by the SRA from SRA-regulated law firms). It shows our progress and identifies areas requiring greater attention. We will continue to recruit, retain, promote and develop the careers of our talented people regardless of age, sex, race, gender identity, disability, sexual orientation, marriage and civil partnership, pregnancy and maternity or religion or belief and we will also work hard to achieve our strategic priorities and deliver on our commitments.

*diversity – recognising difference and
acknowledging the benefit of having a range of
perspectives*

OUR DE&I JOURNEY

Our DE&I Council provides a crucial role in raising awareness, organising events and initiatives and providing education and resources that support DE&I. It has 13 members from a wide spectrum of our workforce in terms of role, seniority and office. The Council has created a DE&I policy and action plan on which it reports to the EMW Board.

We are proud to build on current activities that bring our DE&I strategy to life. For example:

- strengthening partnerships with local schools, colleges and universities to raise awareness of different paths into law and providing work experience programmes from which we can recruit our future talent;
- continuing our commitment to offering apprenticeships in our legal and business support services teams promoting social mobility and broadening access to our profession;
- advancing our status as a Disability Confident Committed Employer. While we are early in this journey, we recognise the value that disabled people bring and are working towards level 2 accreditation;
- supporting the Milton Keynes Neurodiversity Charter and Umbrella Project – reinforcing our commitment to a more inclusive city, celebrating our differences and working together to create accessible spaces for all;

Equity – ensuring that everyone is treated equally regardless of their background, identity or circumstances.

OUR DE&I JOURNEY

- growing stronger client and community relationships through active engagement to drive progress in equity and inclusion together;
- the implementation of a leading eLearning and compliance platform to deliver consistent and impactful DE&I training to all of our people;
- supporting and engaging with DE&I initiatives to help us continue our learning and understanding of DE&I enabling us to continuously improve our culture, policies and practices – ensuring a more inclusive, respectful and equitable environment for all.

We will continue to deliver on a wide range of DE&I projects in conjunction with our DE&I Council.

Inclusion is at the heart of our business. It is the foundation upon which everything else is built.

OUR FUTURE

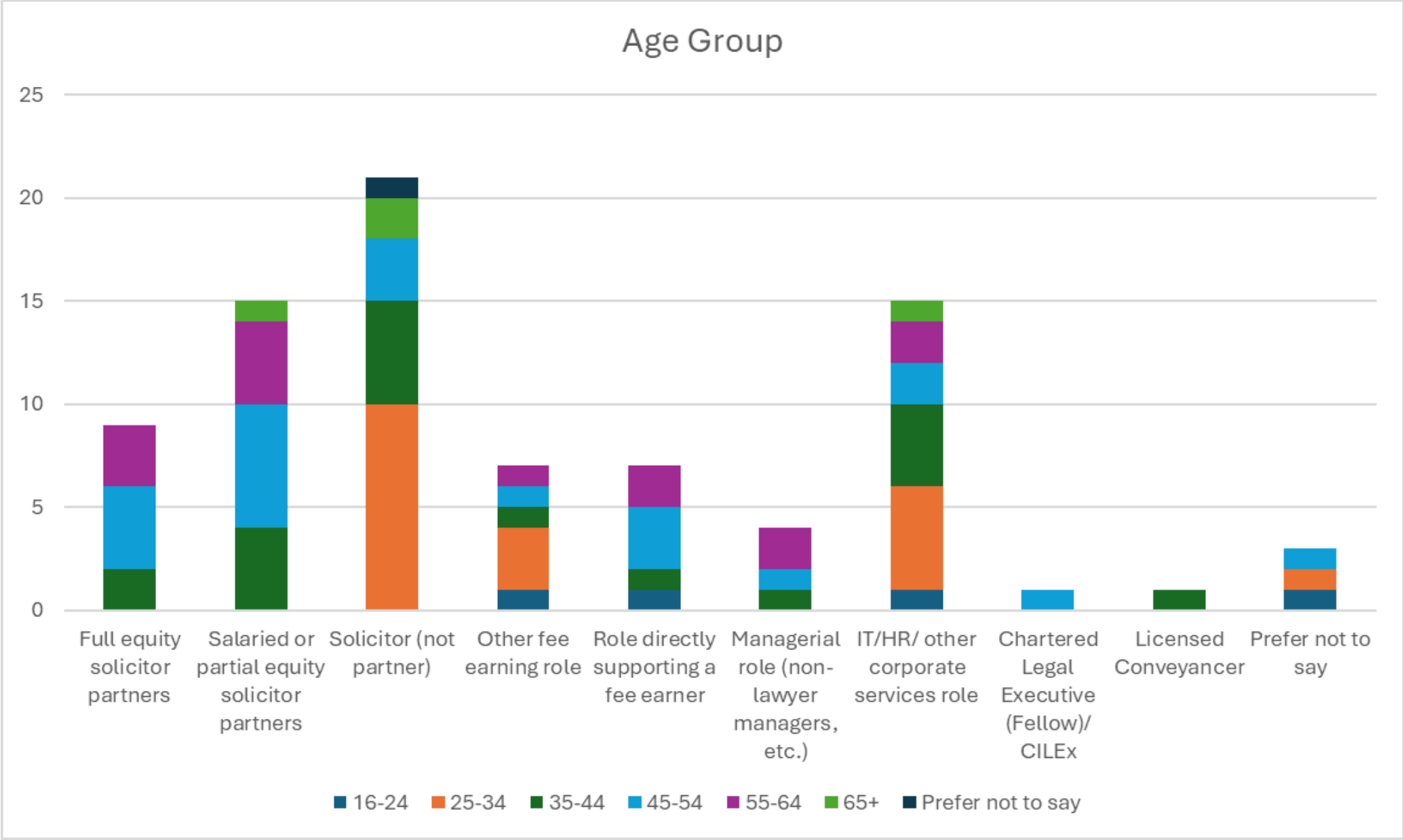
Our next steps will focus on:

- targeted initiatives – developing evidence-based programmes to address underrepresentation and support career progression, especially at senior levels;
- accountability and transparency – setting clear benchmarks and tracking progress using DE&I metrics aligned with the SRA's updated data trends;
- inclusive culture building – Fostering a sense of belonging and psychological safety through inclusive leadership training, updated policies and regular feedback;
- data-driven action – Using our data not just to reflect but to design proactive interventions that close any equity gaps identified.

When we do this right, EMW will be a better place for everyone to work. When we do this right, no-one's background, identity and circumstances will be a factor in whether they are able to achieve their potential.

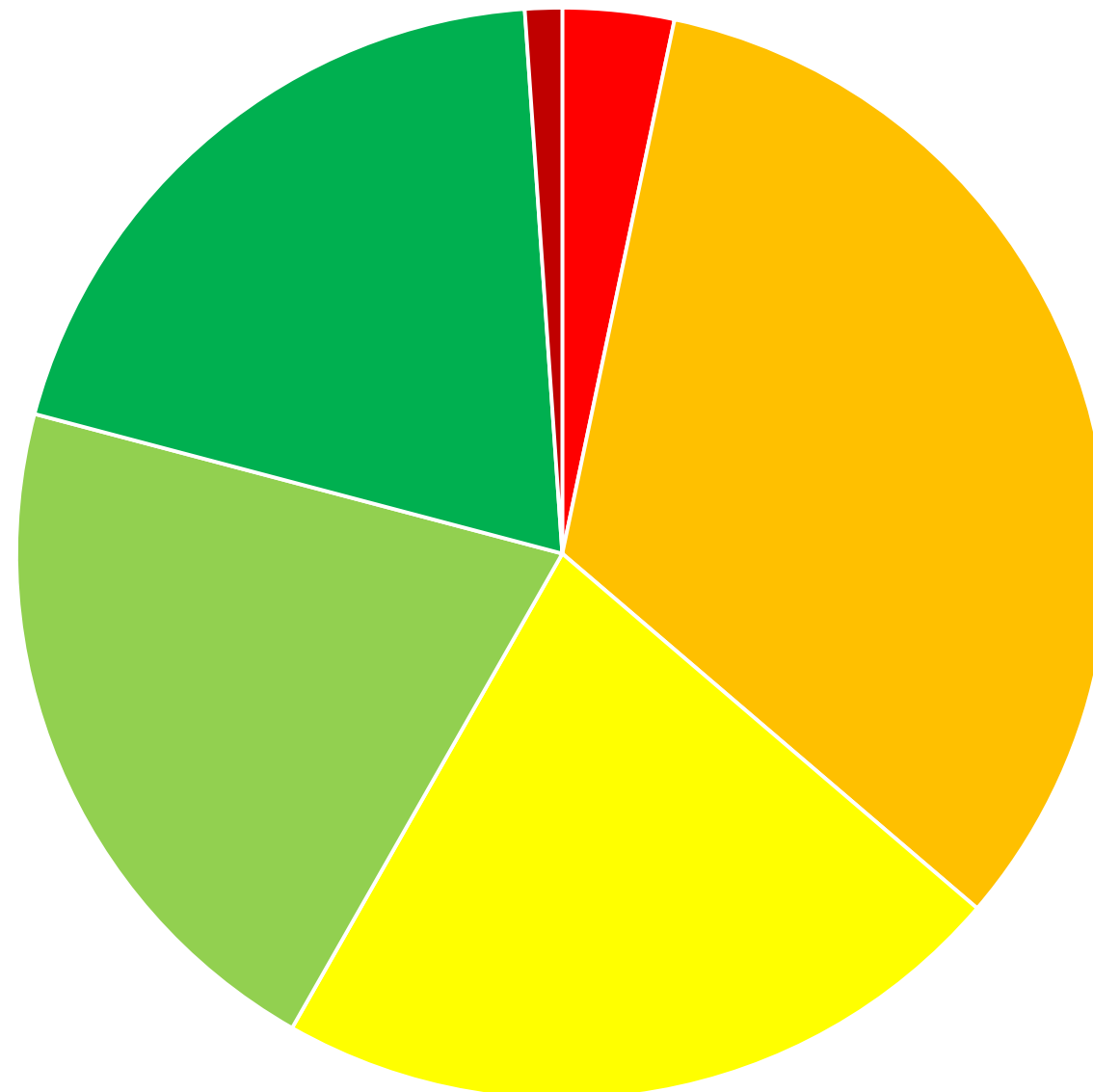
We want DE&I to be embedded in every aspect of our work life, ranging from our recruitment practices, through our work-life integration, to all of our dealings with each other and with our clients. We want it to be something we don't overtly talk about that much because it has become completely embedded and natural. But this will take some real effort.

OUR DATA



OUR DATA

Our Age



■ 16-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64 ■ prefer not to say

OUR DATA

0%

percentage of
Partners aged
under 35

60%

percentage of
non-Partner
lawyers under 35

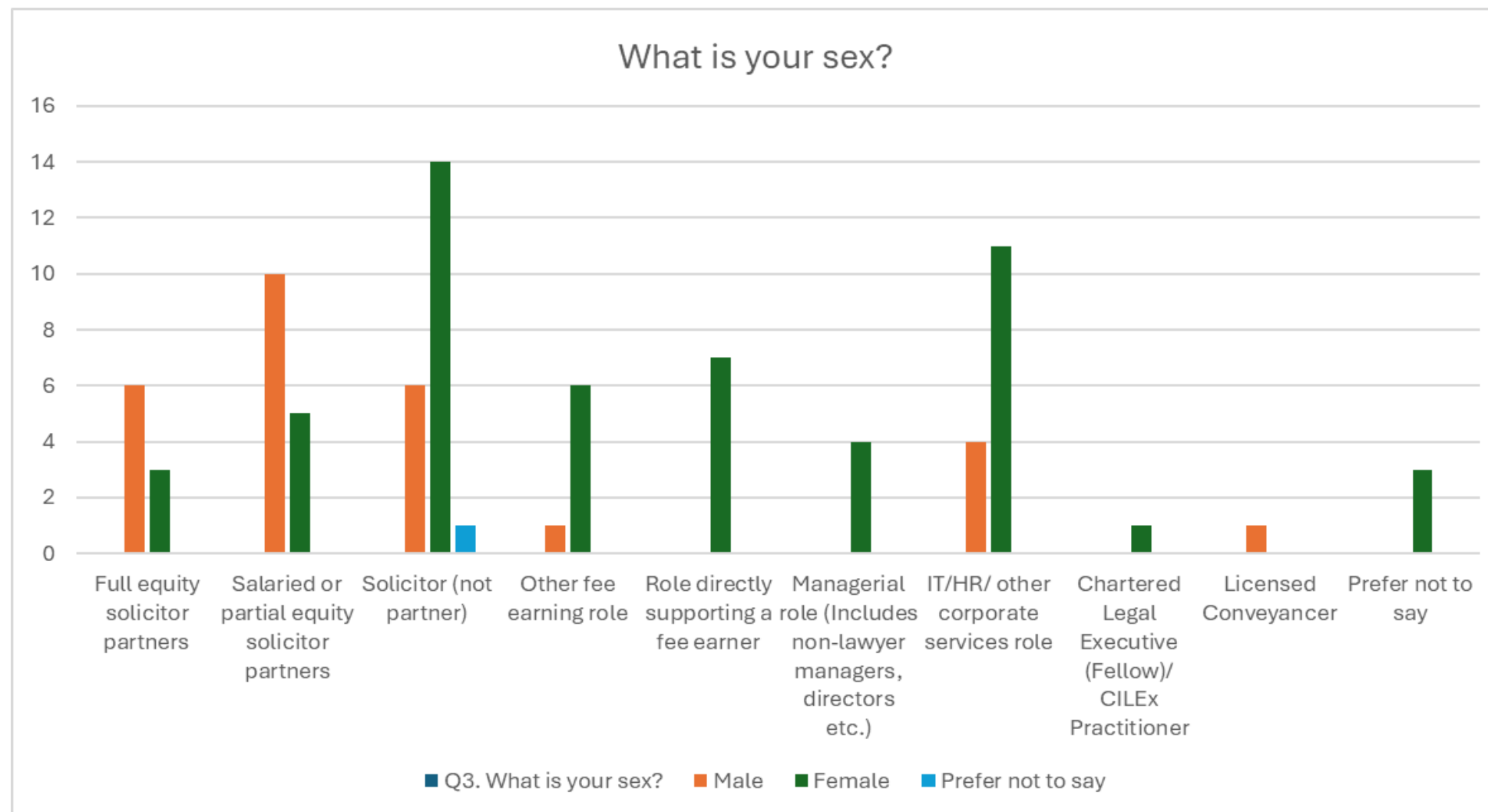
36%

percentage of
our people under
35

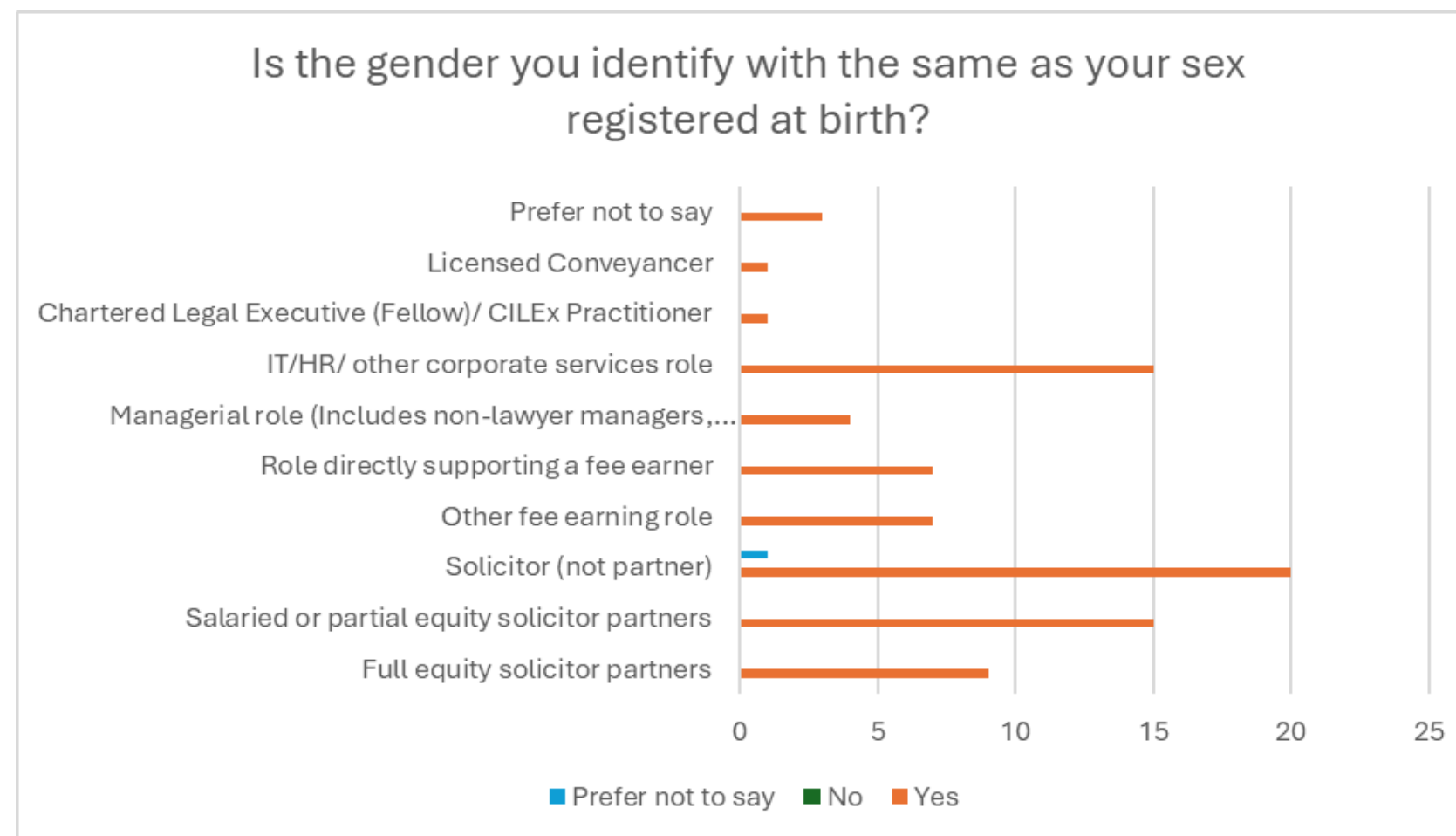
20%

percentage of
our people over
55

OUR DATA



OUR DATA



OUR DATA

25%

percentage of female
equity Partners at
EMW

32%

percentage of female
equity partners
across the legal
profession

58%

percentage of female
lawyers at EMW

53%

percentage of female
lawyers across the
legal profession

OUR DATA

0%

percentage of female
members of the
EMW Board

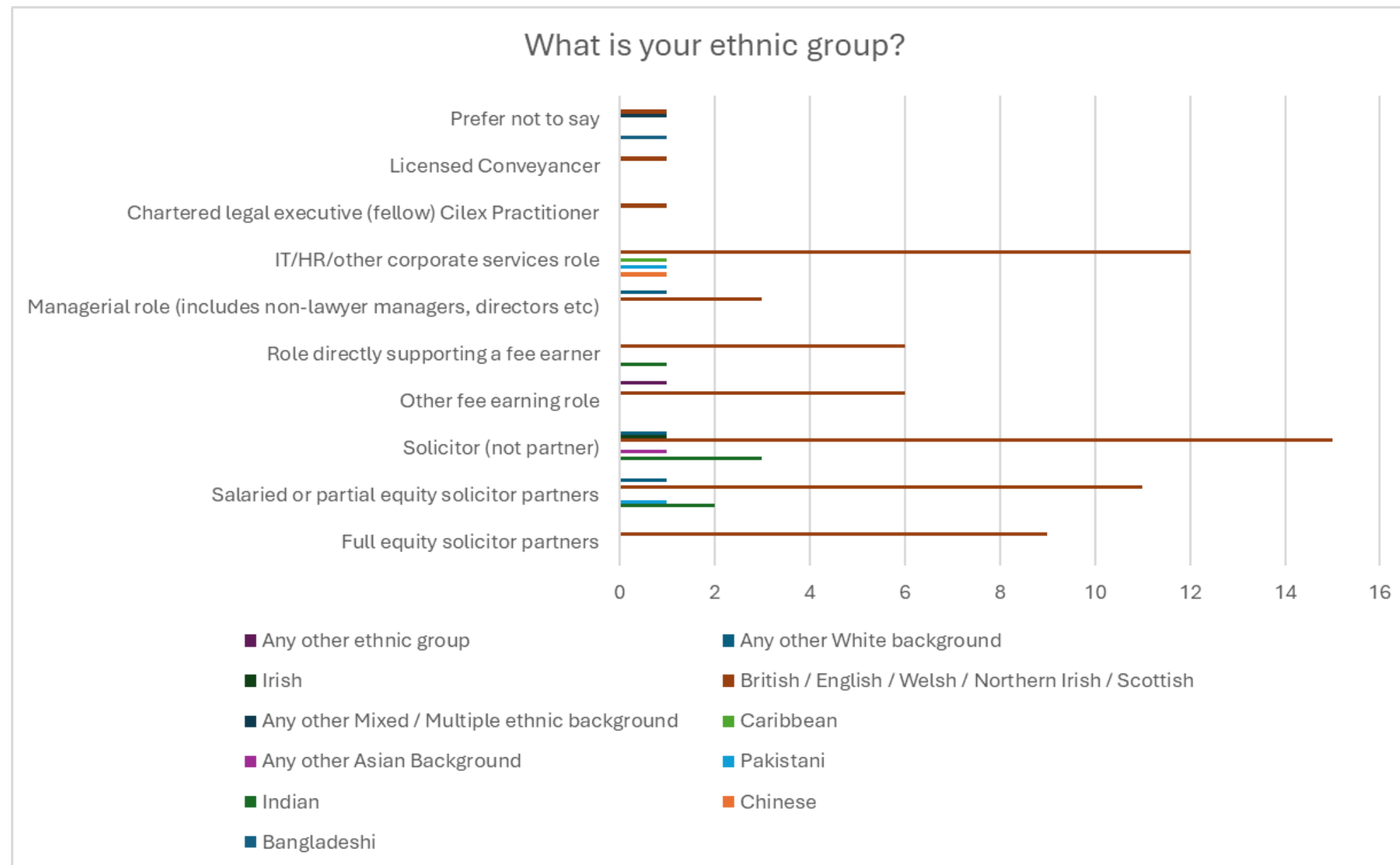
61%

percentage of female
fee-earners at EMW

67%

percentage of our
people who are
female

OUR DATA



OUR DATA

20%

percentage of non-partner Solicitors at EMW with an ethnic minority background

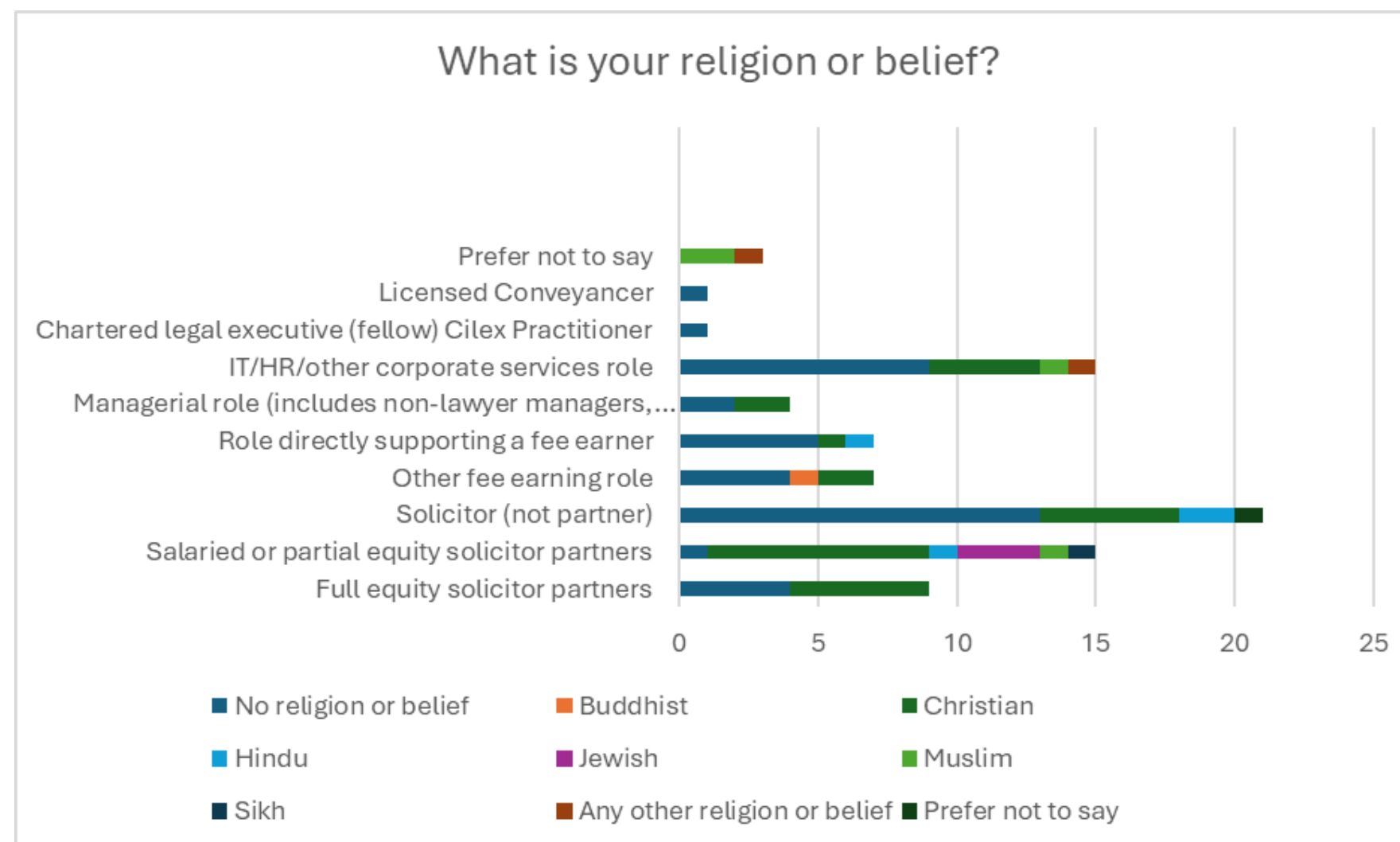
12%

percentage of Partners at EMW with an ethnic minority background

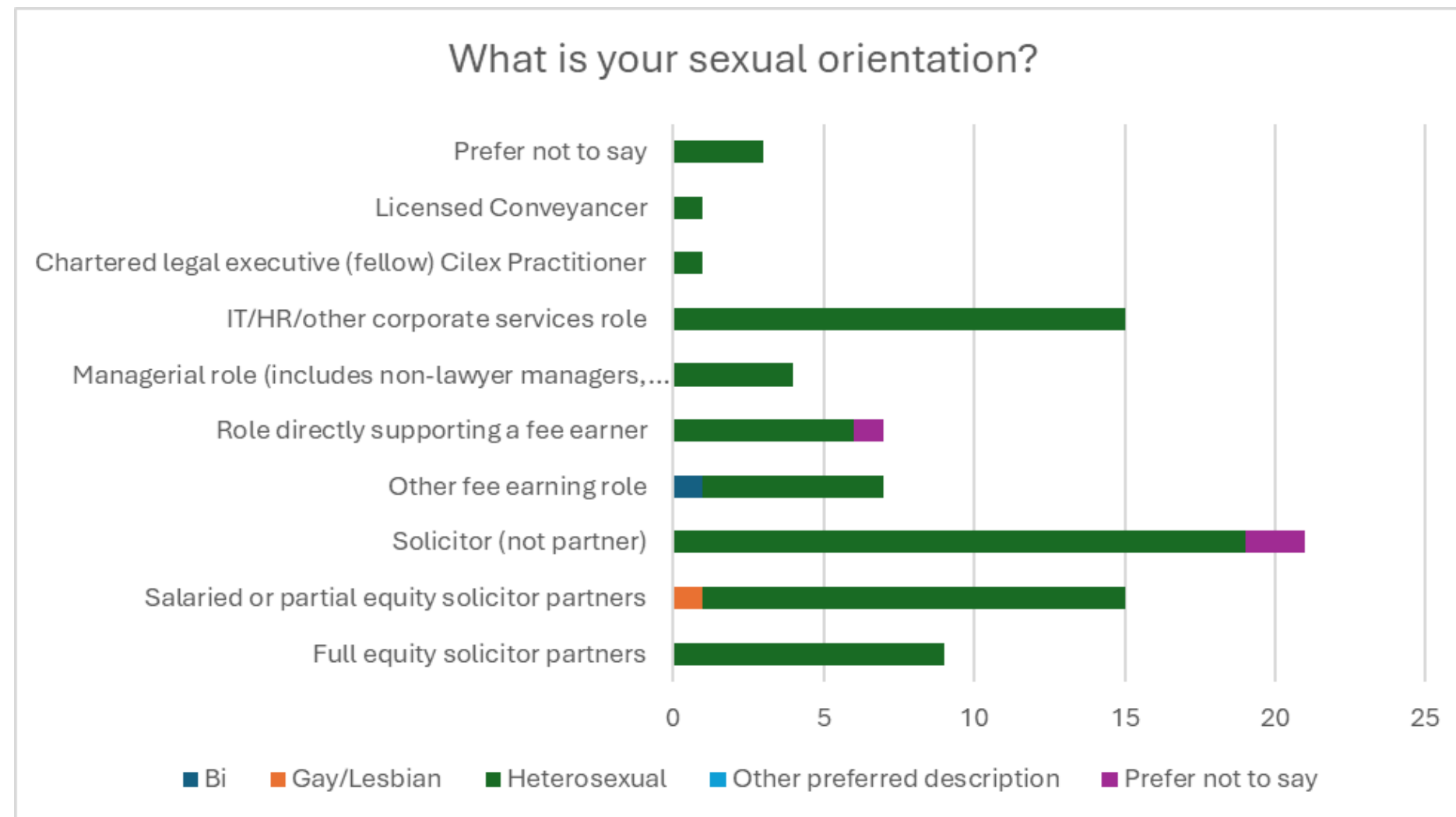
12%

percentage of lawyers with an ethnic minority background across the legal profession

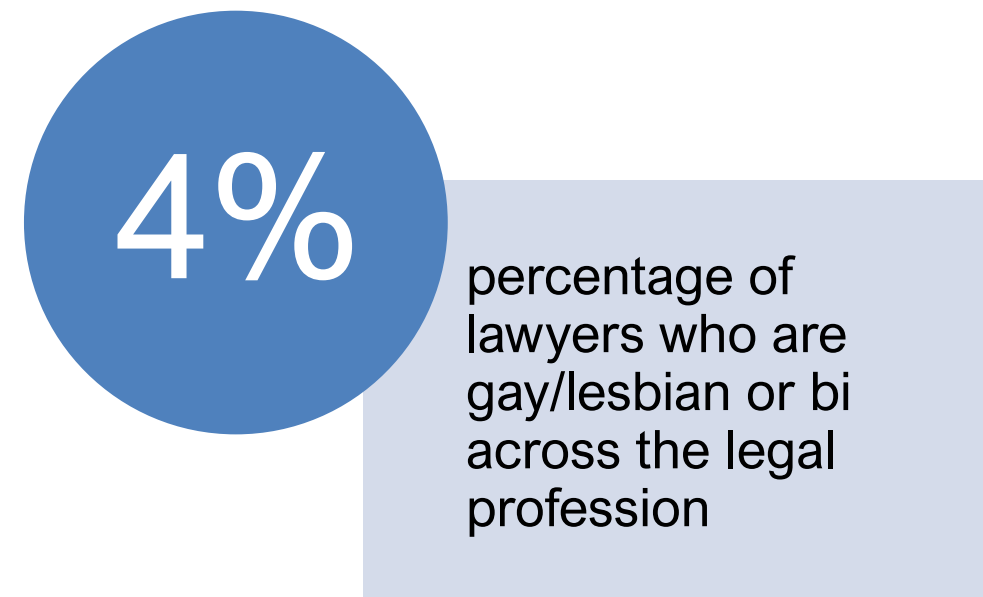
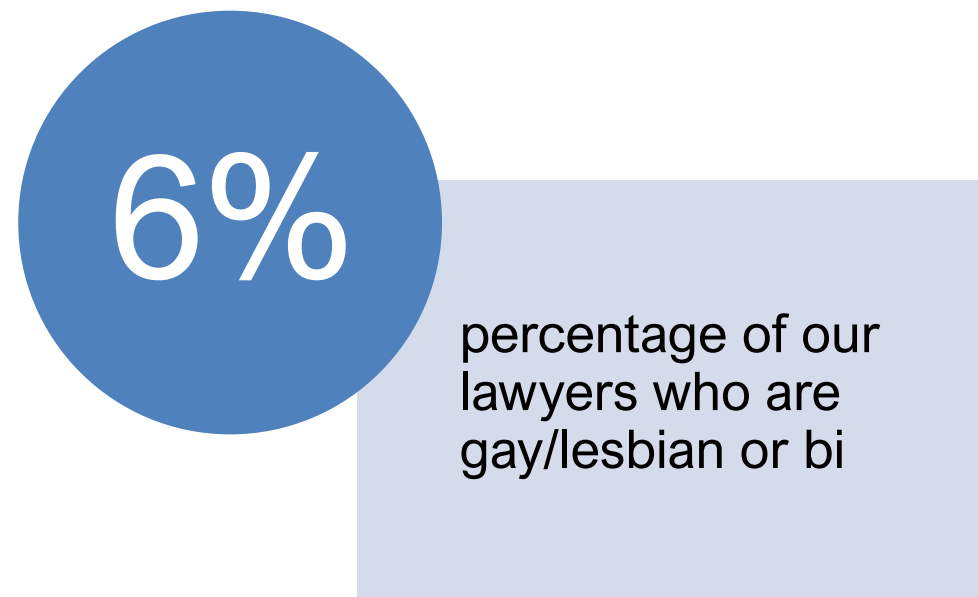
OUR DATA



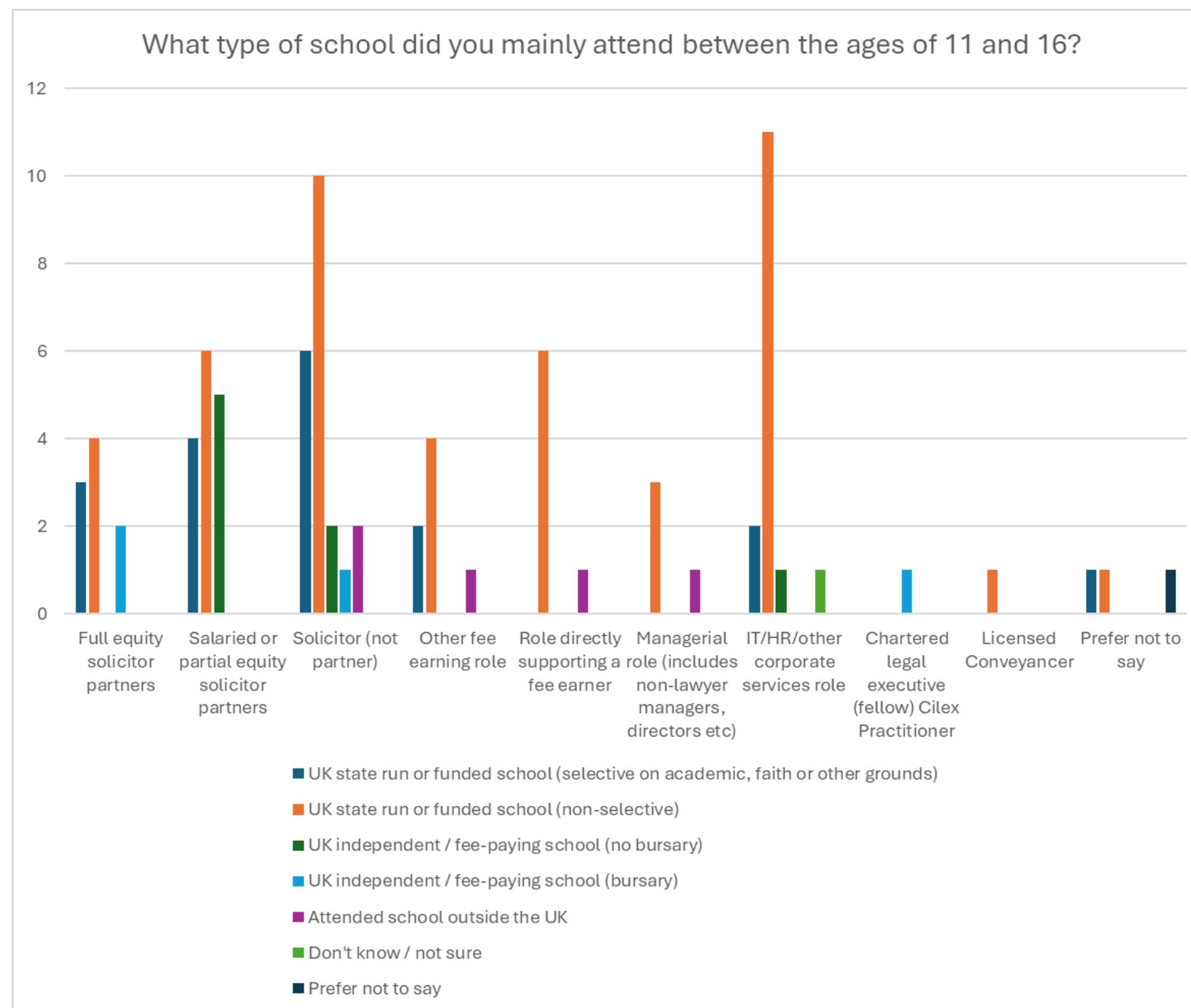
OUR DATA



OUR DATA



OUR DATA



OUR DATA

28%

percentage of EMW Partners who attended an independent/fee paying school

14%

percentage of non-Partner lawyers at EMW who attended an independent/fee paying school

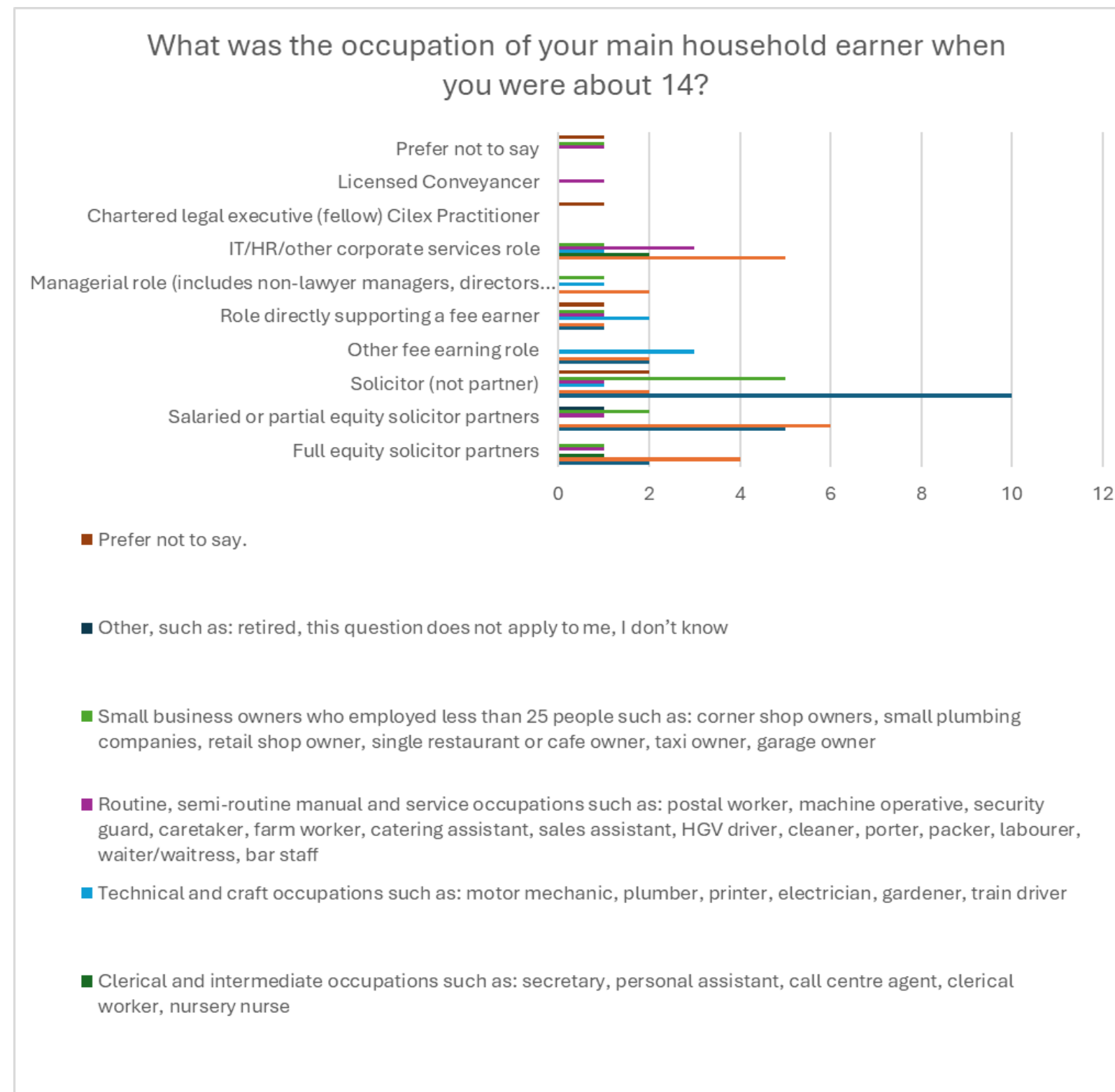
15%

percentage of our people who attended an independent/fee paying school

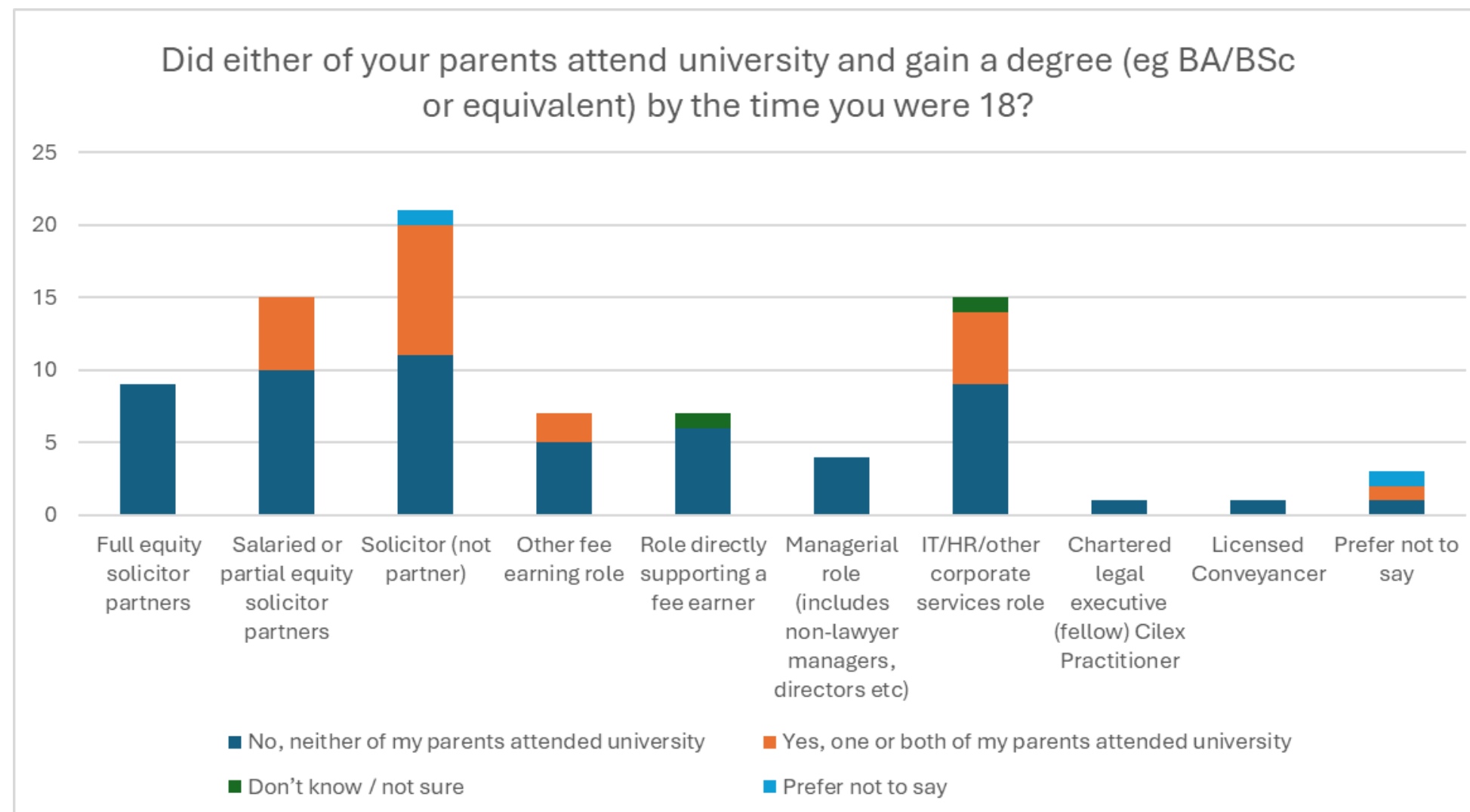
21%

percentage of lawyers across the legal profession who attended an independent/fee paying school

OUR DATA



OUR DATA



OUR DATA

28%

percentage of
Partners with a
parent who attended
university

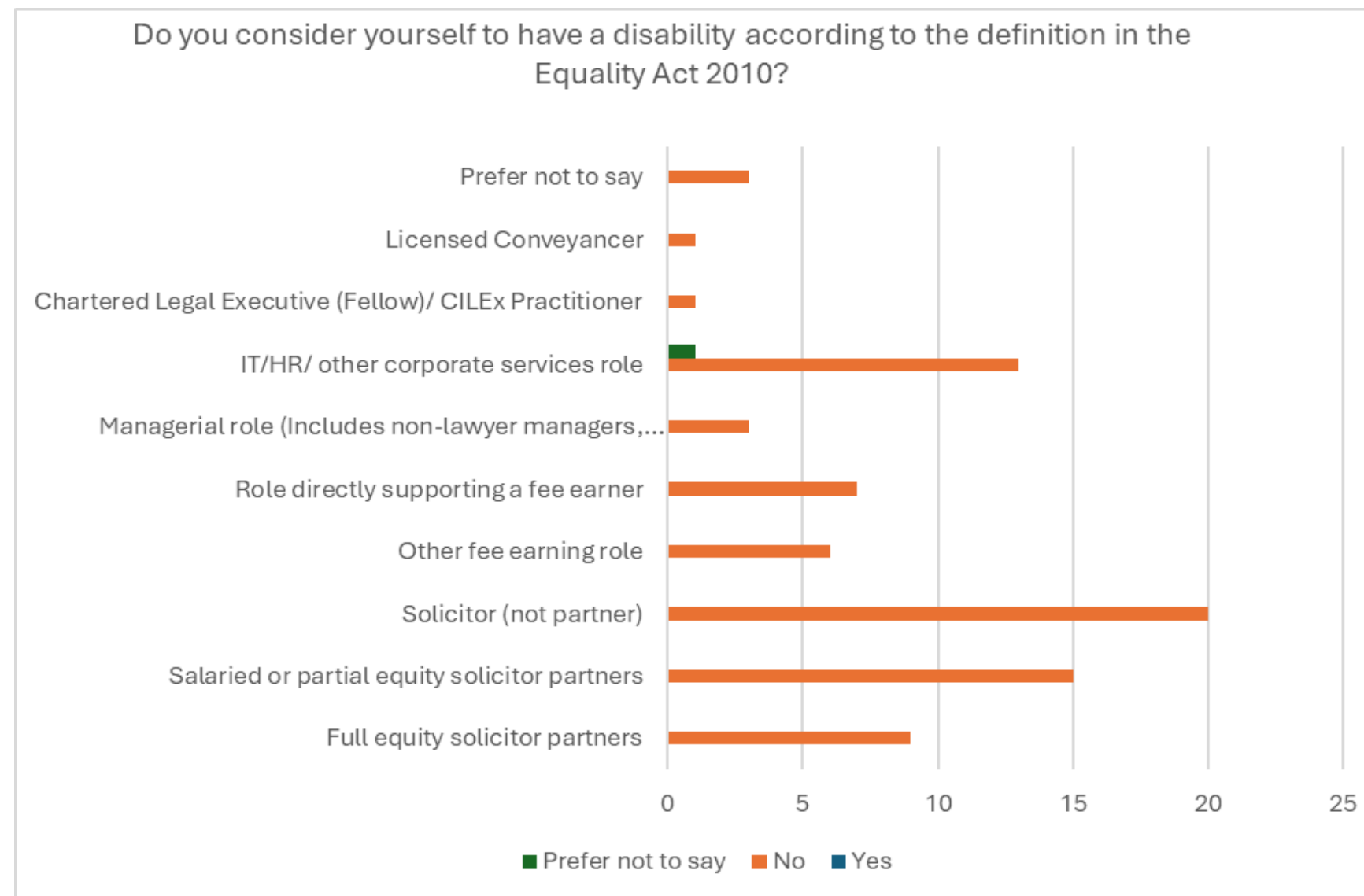
32%

percentage of non-
Partner lawyers with
a parent who
attended university

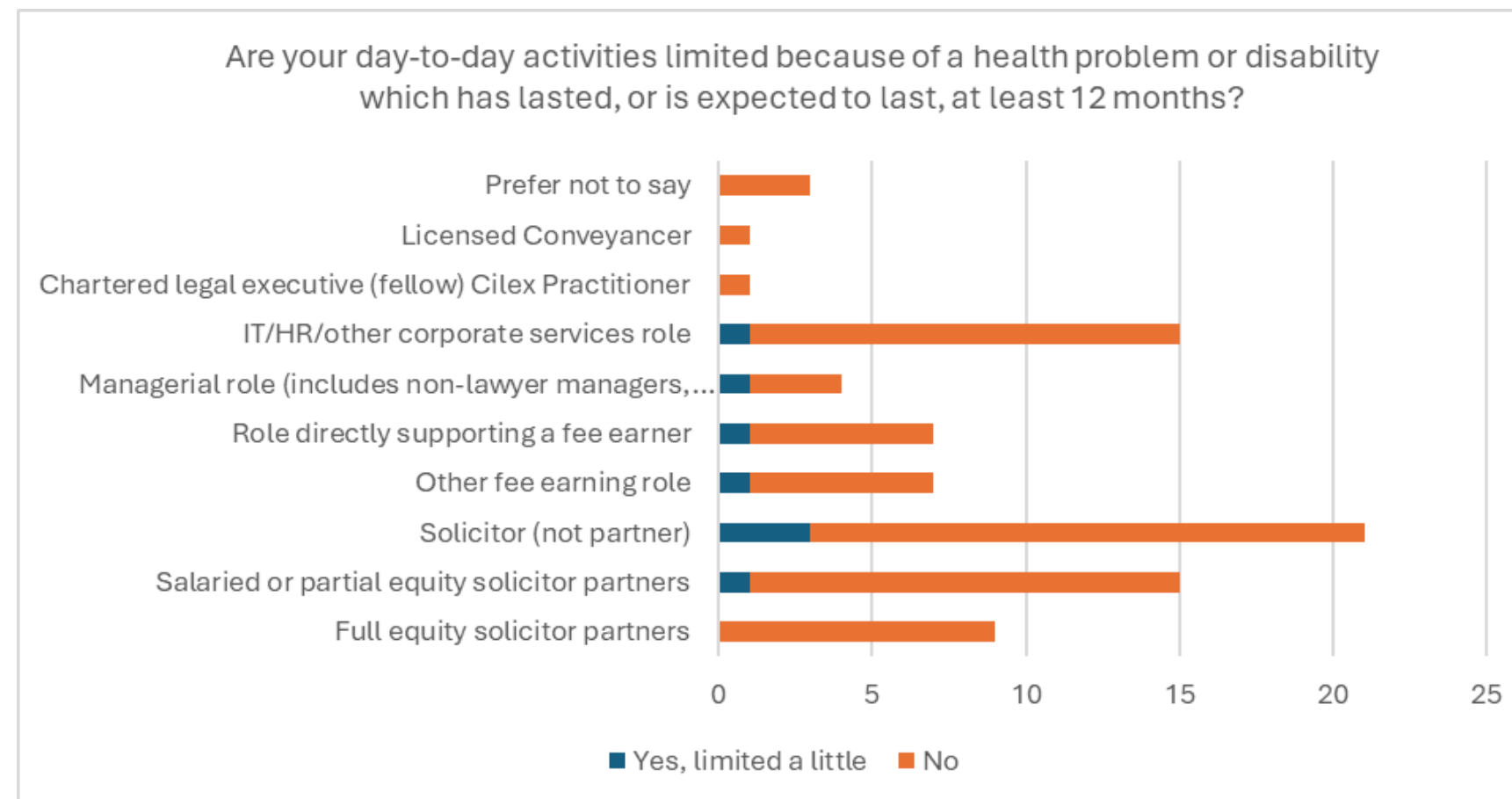
25%

percentage of our
people with a parent
who attended
university

OUR DATA

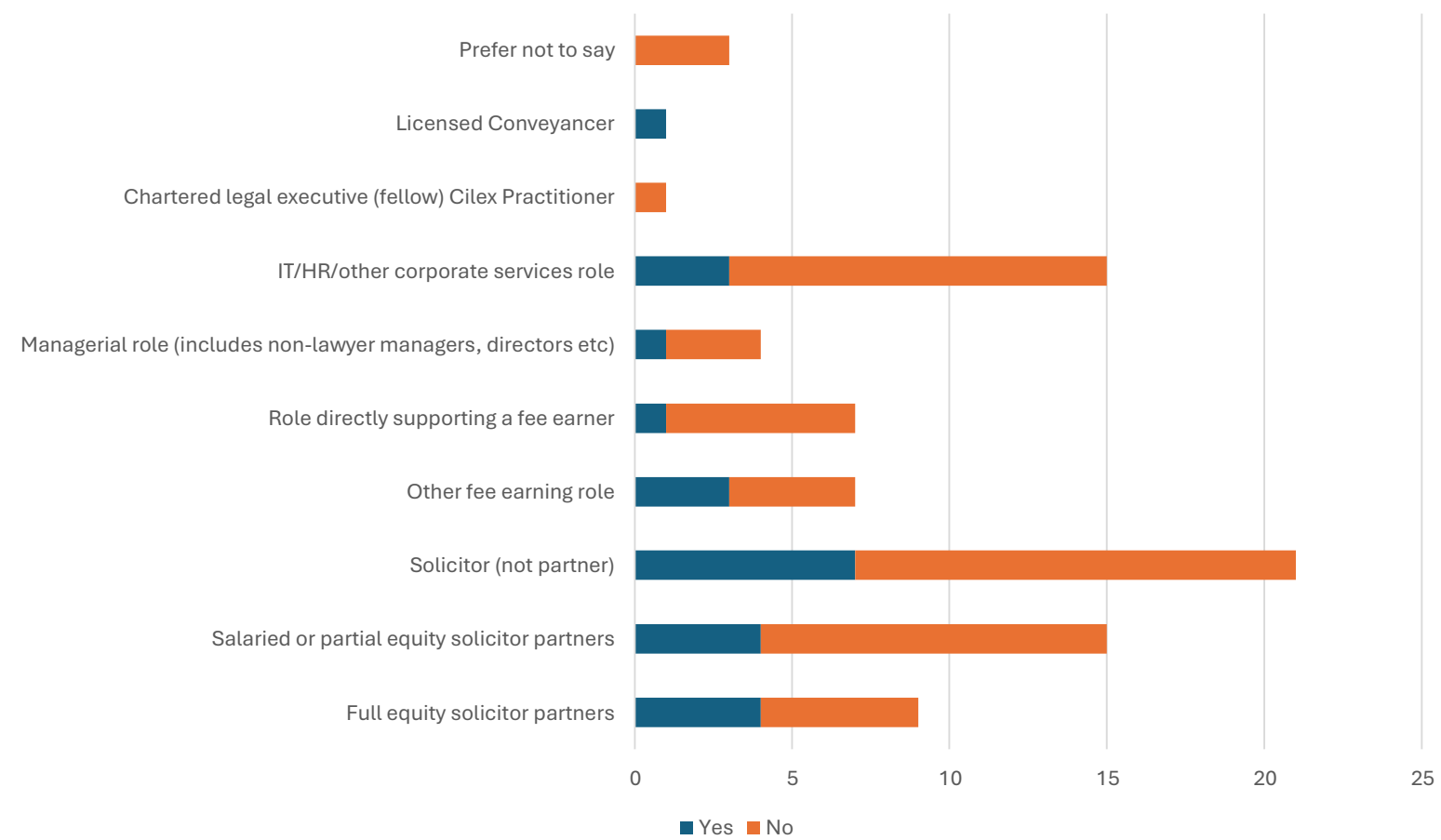


OUR DATA



OUR DATA

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



OUR DATA

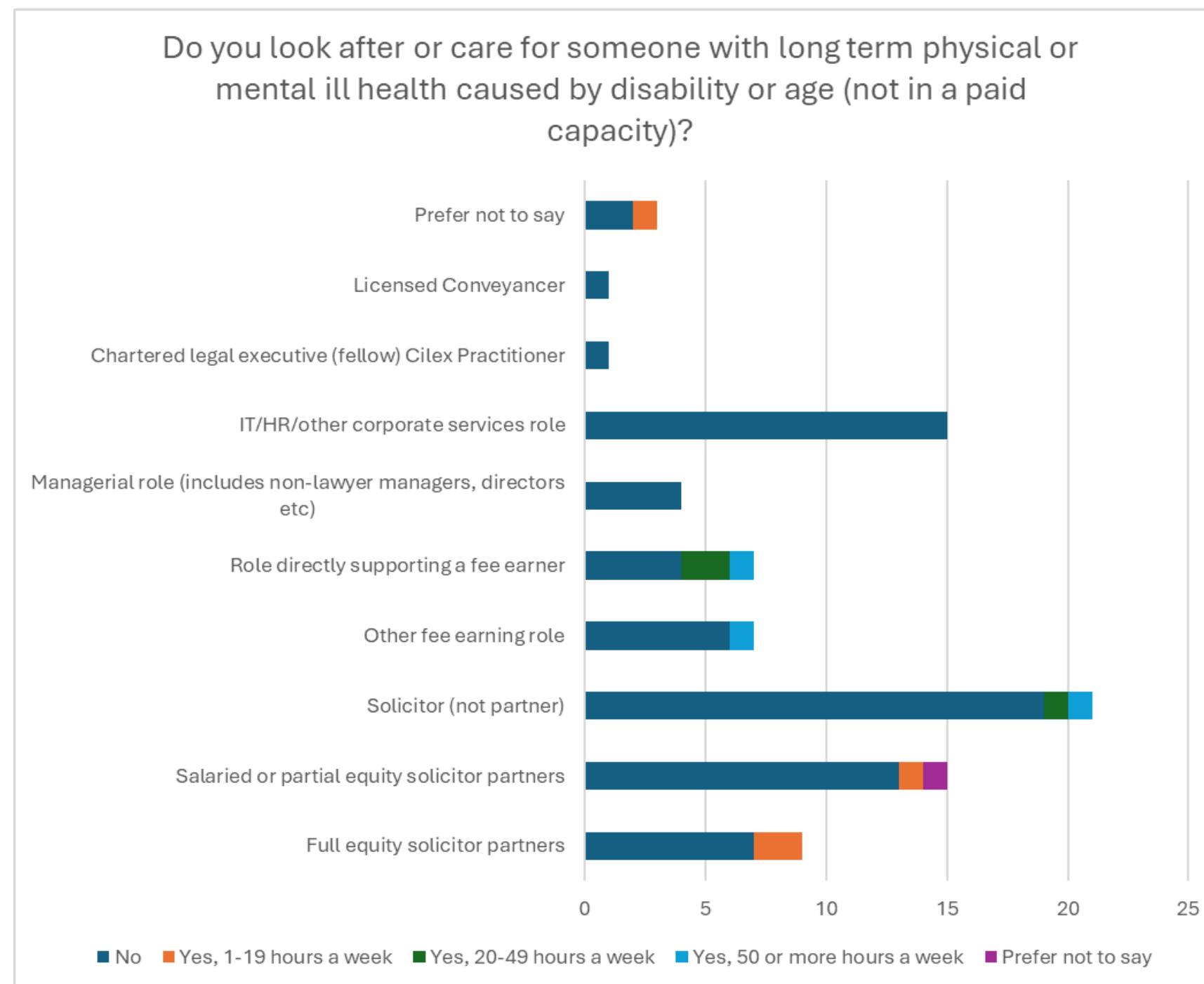
36%

percentage of our people
who are also a primary
carer for a child

35%

percentage of lawyers
across the legal
profession who are also a
primary carer for a child

OUR DATA



OUR DATA

7%

percentage of our people who are also a long-term primary carer for someone who is ill or has a disability

8%

percentage of lawyers across the legal profession who are also a long-term primary carer for someone who is ill or has a disability



Certified
B
Corporation

EMW
LAW WITHOUT LIMITS