

Our business: diversity

We are proud to share the results of our 2023 diversity monitoring.

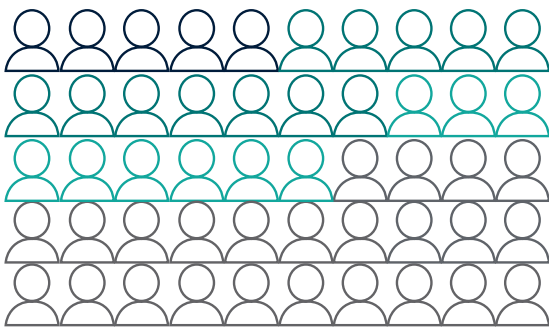
As a probate accredited firm, we are required to collect and report on the diversity data of our employees every two years. This is very helpful to us, as it allows us to track the progress that we are making against our inclusion and diversity strategy, guiding and shaping our priorities. It also allows us to benchmark ourselves against similar firms, so that we can identify the great progress we have been making.

At Bishop Fleming we are committed to taking long term strategies to increase our diversity, equity and inclusion further. We acknowledge that improving in all these areas is a journey, but we are confident that we recognise and value the different characteristics and backgrounds of each member of our workforce.

The make-up of our workforce changes throughout the year (particularly as we take on a large number of apprentices each year) and we are aware that not all wish to disclose certain characteristics, nor do they wish to be defined in a particular way, which impacts the results of our diversity monitoring.

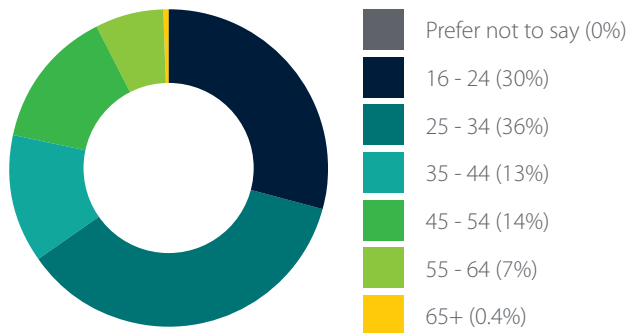
Please refer to our [Responsible Business Hub](#) for details on what actions we have specifically been taking in this area.

About You

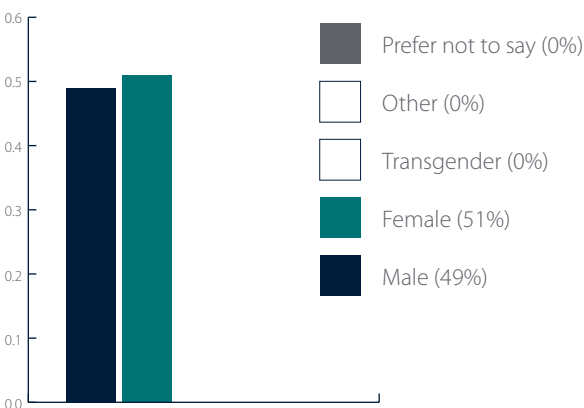


10% Partner 24% Managers 18% Qualified staff 46% Other
Including ICAEW Chartered Accountant trainees and Direct support staff

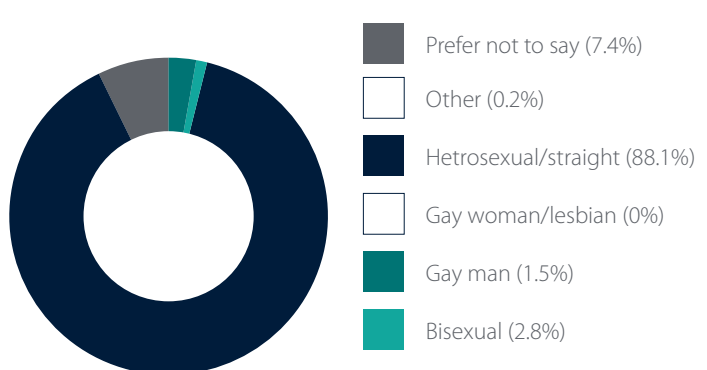
Age



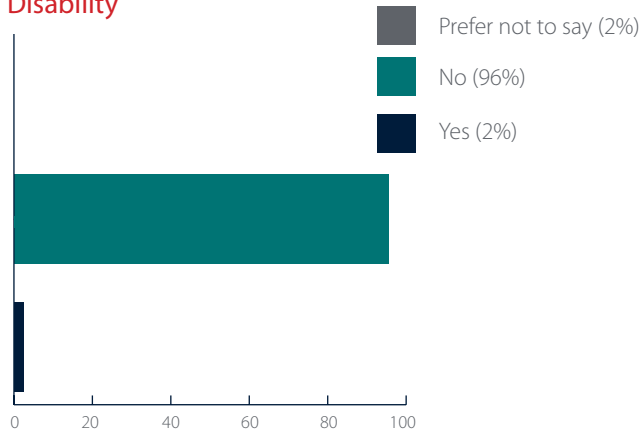
Gender



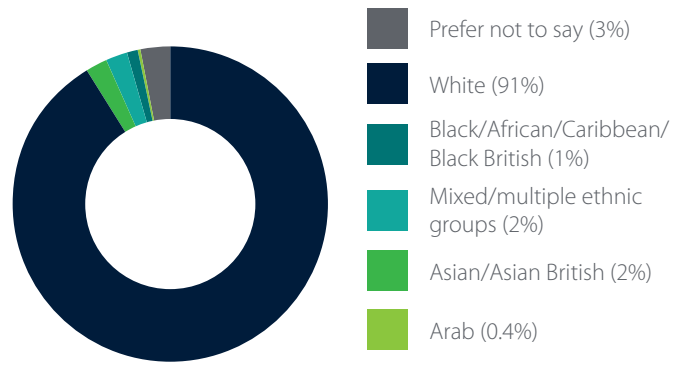
Sexual Orientation



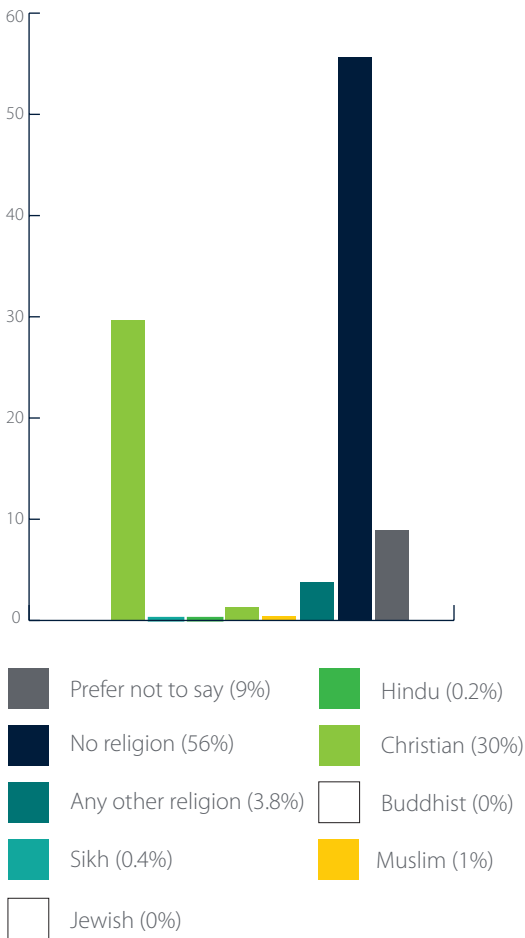
Disability



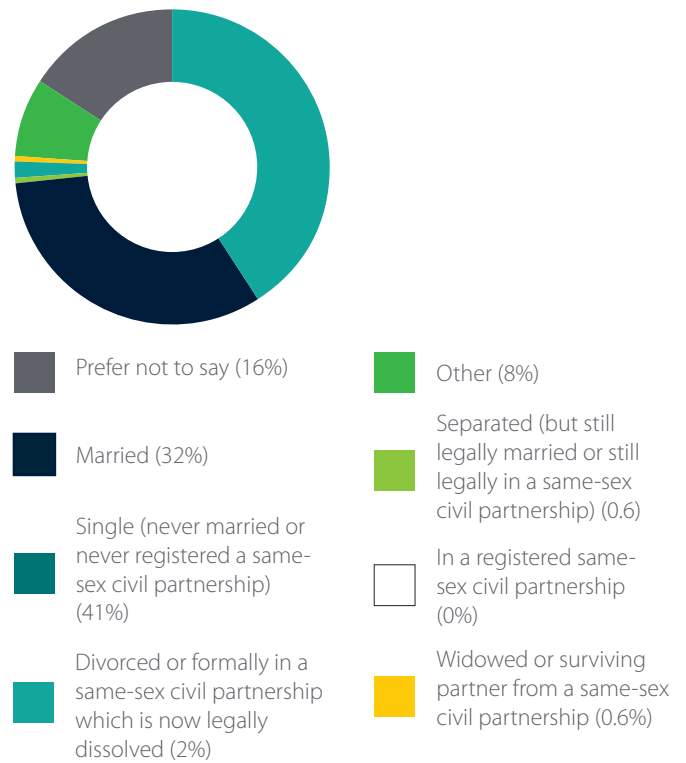
Ethnic Group



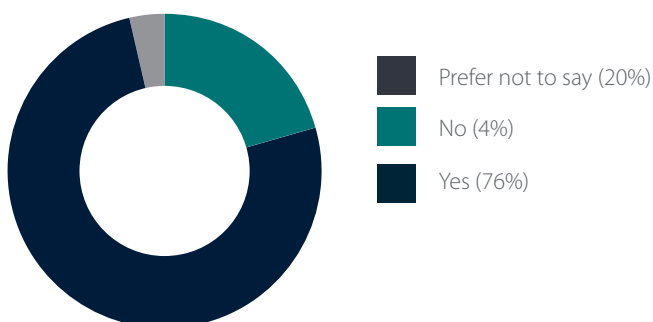
Faith



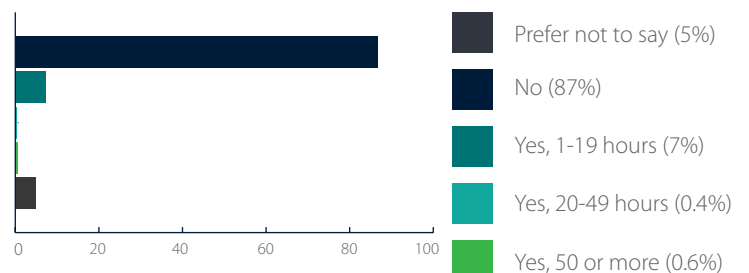
Marital Status



Caring responsibilities for children under 18



Caring responsibilities for family, friends, neighbours



Taken maternity or paternity in the last 5 years (10%)

Returned to current employer (67%)

Offered extra leave for ante natal (50%)

(45% n/a)

Ability to work from home (57%)

(31% n/a)

Offered flexible working (64%)

(31% n/a)

Social Mobility

Parental / Guardian qualifications include:

- Degree level - 24%
- A Level or vocational qualification - 18%
- Qualifications below A Level - 10%
- No formal qualifications - 3%
- I don't know - 3%
- Not applicable - 0%
- Other - 42%
- Prefer not to say - 1%

Qualifications include:

- Degree level - 57%
- A Level or vocational qualification - 34%
- Qualifications below A Level - 2%
- No formal qualifications - 0.2%
- I don't know - 0.4%
- Not applicable - 0.6%
- Other - 1%
- Prefer not to say - 4%

Main income earners' occupation

- | | | |
|--|-----------------------------------|--------------------------|
| • Modern professional - 14% | • Routine manual and service - 9% | • Inactive - 0% |
| • Clerical and intermediate - 4% | • Armed forces personnel - 1% | • Retired - 0.6% |
| • Senior managers and administrators - 16% | • Middle or junior managers - 5% | • Not applicable - 0.6% |
| • Technical and craft - 9% | • Traditional professional - 18% | • I don't know - 3% |
| • Semi-routine manual and service - 3% | • Short term unemployed - 0.2% | • Other - 7% |
| | • Long term unemployed - 0.4% | • Prefer not to say - 9% |

During school years...

Type of school:

- A state-run or state-funded school - 70%
- Attended school outside the British Isles - 2%
- Independent or fee-paying school - 10%
- Selective on academic, faith or other grounds - 13%
- Non-selective - 0.6%
- I don't know - 0.4%
- Prefer not to say - 5%

Entitled to free school meals

- Yes - 7%
- No - 79%
- I don't know - 8%
- Prefer not to say - 6%

Household received income support

- Yes - 9%
- No - 75%
- I don't know - 8%
- Prefer not to say - 6%