



At EMD Law LLP we are committed to promoting equality in all dealings with our clients, staff and third parties that have dealings with the Firm.

Everyone at the Firm is expected and required to treat all others equally and with the same attention, courtesy and respect regardless of their:

- a. race or racial group (including colour, nationality and ethnic or national origins);
- b. age;
- c. sex (including marital status, gender reassignment, pregnancy, maternity and paternity);
- d. sexual orientation;
- e. disability;
- f. religion or beliefs.

In addition, we will ensure that those who have dealings with us will suffer no disadvantage through any disability that they might have. EMD Law LLP are committed to making reasonable adjustments for those with a disability in relation to job opportunities, promotion and training and the provision of services to clients.

In 2021 we conducted a survey of the members of our Firm, with the following results.

Role Category

Solicitor Partner (Member)	6%
Solicitor (non Partner)	12%
Other fee-earning role	6%
Role directly supporting fee earner	34%
Manager	6%
IT/HR/other corporate role	12%
Chartered Legal Executive	12%
Prefer not to say	12%

Gender

Male	35%
Female	53%
Prefer not to say	12%

Sexual Orientation

Heterosexual	82%
Prefer not to say	18%

Gender as Registered at Birth

Yes	88%
Prefer not to say	12%

Ethnicity

White British/English/West/Northern Irish/Scottish	88%
Prefer not to say	12%

Age Grouping

16-24	23.5%
25-34	11.5%
35-44	17.5%
45-54	17.5%
55-64	6.5%
65+	6.5%
Prefer not to say	17.5%

Faith

No religion or belief	29.5%
Christian	47%
Muslim	6%
Prefer not to say	17.5%

Disability

Disabled as defined by the Equality Act	12%
Not disabled as defined by the Equality Act	70.5%
Prefer not to say	17.5%
Not disabled but day to day activities limited	12%
No disability or limitation	70.5%
Prefer not to say	17.5%

School Attended between the ages of 11 and 16

State run or state funded school selective on academic, faith or other grounds	47%
State run or state funded (non-selective)	23.5%
Independent/fee paying school	6%
Prefer not to say	23.5%

Caring Responsibilities

Primary carer for a child under 18	17.5%
Not the primary carer for a child under 18	59%
Prefer not to say	23.5%

100% of the firm's staff were invited to participate in the voluntary survey, of whom 100% participated.
Results are shown as percentages of those who participated.