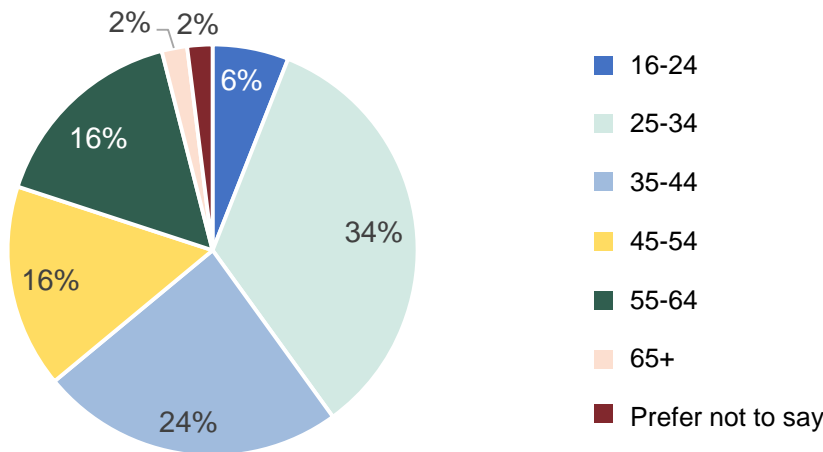


## Diversity Statistics 2023

We are fully committed to promoting and encouraging equality, diversity and inclusion at Simkins. We seek to attract and retain the best people and provide an environment where individuals can thrive. We recognise that diversity of talent, experience and background is an essential part of our success. All employees, clients, applicants and suppliers are treated equally regardless of gender, ethnic origin, age, disability, sexual orientation, religion or belief.

Our survey was carried out on a voluntary and anonymous basis.

### Age distribution of employees across the whole firm



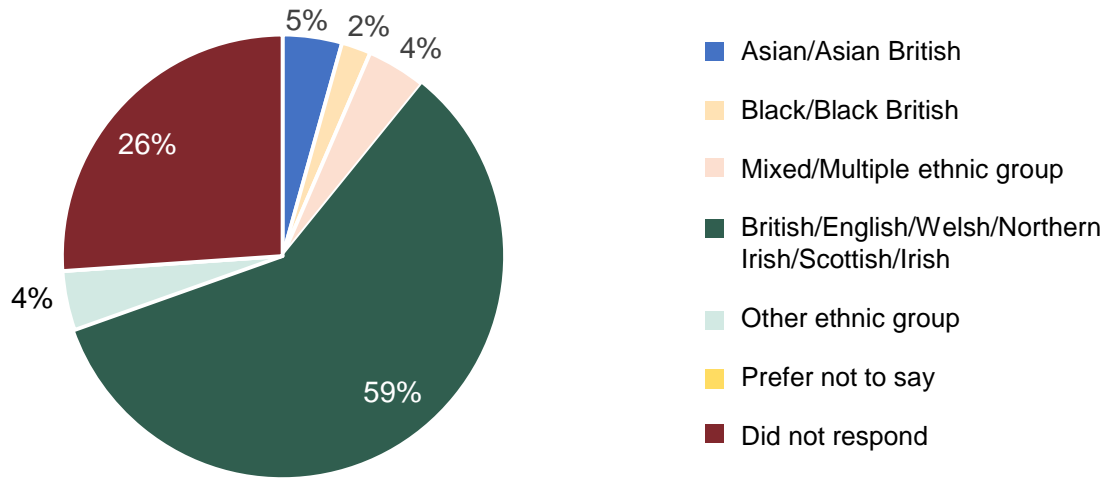
### Breakdown by sex as a percentage of all staff with roles reduced to four categories

Breakdown by sex as a percentage of all staff		
Role category	Male	Female
Partners	64%	36%
Solicitors	40%	60%
Other fee earners	40%	60%
Support staff	33.3%	66.6%

## Diversity Statistics 2023

Our survey was carried out on a voluntary and anonymous basis.

### Ethnic Group: Professional Staff



### Ethnic Group: Support Staff

