

## LEWIS SILKIN DIVERSITY STATISTICS 2010

The data below shows the results of an annual diversity survey undertaken by the Firm in April 2010.

The data concerning gender, ethnic origin and flexible working has been derived from the Firm's HR database. The data regarding disability has been based on the voluntary results of an anonymous survey conducted in April 2010, to which 73% of our workforce responded.

**Table 1**

This table represents a breakdown of diversity indicators by percentage of the Firm's total workforce. For example, the data shows that female Partners account for 6.9% of the total population, and secretaries who were from a non-minority ethnic background accounted for a total of 16.4% of the Firm's population.

Grade	Male	Female	Declared non-minority ethnic	Declared minority ethnic	Declared disability	Works flexible hours
Partner	13%	6.9%	18.2%	1.8%	0%	1.8%
Associate or Barrister	11.7%	17.1%	24.5%	4.4%	0.5%	1.1%
Trainee/Paralegal/Legal Executive	3.6%	4.7%	6.9%	1.5%	0%	0%
PDL	0.7%	2.1%	2.9%	0%	0%	2.9%
Secretarial	0%	19%	16.4%	2.3%	0.5%	4.3%
Business Services	10%	11.3%	16.8%	4%	0%	1.5%
<b>Total</b>	<b>39%</b>	<b>61%</b>	<b>86%</b>	<b>14%</b>	<b>1%</b>	<b>11.6%</b>

**Table 2**

This table represents data recorded as a percentage for each grade. For example, we can see that 65% of all Partners are male, and that 7% of all Business services work flexible hours.

Grade	Male	Female	Declared non-minority ethnic	Declared minority ethnic	Declared disability	Works flexible hours
Partner	65%	35%	91%	9%	0%	10%
Associate or Barrister	40%	60%	85%	15%	2%	4%
Trainee/Paralegal/Legal Executive	43%	57%	83%	17%	0%	0%
PDL	25%	75%	100%	0%	0%	75%
Secretarial	0%	100%	86%	14%	2.5%	23%
Business Services	46%	54%	80%	20%	0%	7%