

UK demographic data report

2024

Private and confidential | Norton Rose Fulbright LLP – September 11, 2024



Contents

Our Approach	3
Methodology	4
Gender	5
Race & Ethnicity	7
Disability & Health Conditions	9
LGBTQI+	11
Socio-economic Diversity	12
Socio-economic Diversity	13
Socio-economic Diversity	15
Caring responsibilities	16
Religion & faith	18

Our Approach

Our mission is to build an inclusive and accessible workplace that delivers diverse outcomes. We focus on several key areas to drive change across our strategic objectives:

- Our culture: Attracting, engaging, and empowering diverse talent at all career levels.
- Our clients: Collaborating with clients to deliver diverse outcomes.
- Our communities: Representing the communities in which we operate through partnerships and investment.

Diversity, equity, and inclusion are integral to who we are and what we represent as a firm. Our individual differences, life experiences, and unique capabilities shape our inclusive culture, which is underpinned by a commitment to accountability, robust and transparent reporting measures, policies, and practices. We focus our efforts focus on:

- Gender equality
- Racial and cultural diversity
- Disability confidence
- LGBTQI+ inclusion
- Social mobility

Methodology

This report presents a high-level overview of our demographic data for UK partners and colleagues for the 2024 financial year. The data for this report was collected through our internal HR system and the official snapshot taken for this data is 1 September.

We undertook a wide demographic collection exercise resulting in a completion rate of 75%. The report **only** represents data for known populations within the firm (UK) and does not include any unknown data and prefer not to say options.

To ensure anonymity and in line with our minimum reporting requirements for this type of sensitive demographic data, we do not disclose data for populations fewer than 10 individuals and therefore the report only provides aggregated data.

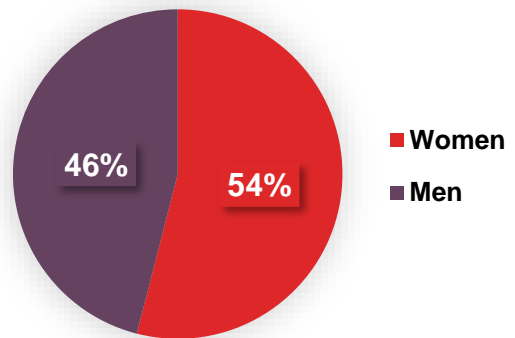
Gender

The following data represents known populations only. The unknowns and prefer not to say answers have both been excluded from these calculations.

All firm personnel

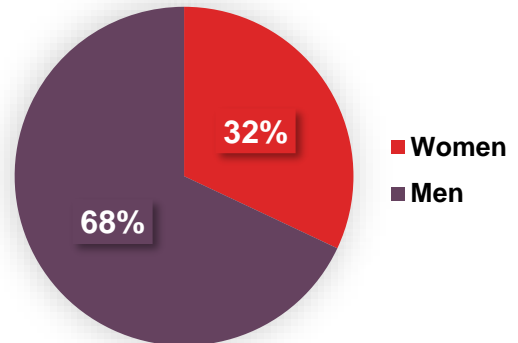
We have committed to the following rolling gender diversity targets: a minimum of

- 40 percent women,
- 40 percent men,
- and 20 percent to include those who are non-binary, men, and women.



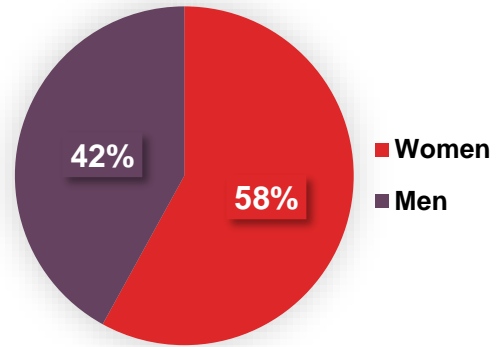
Partners

This represents all partners in the UK.



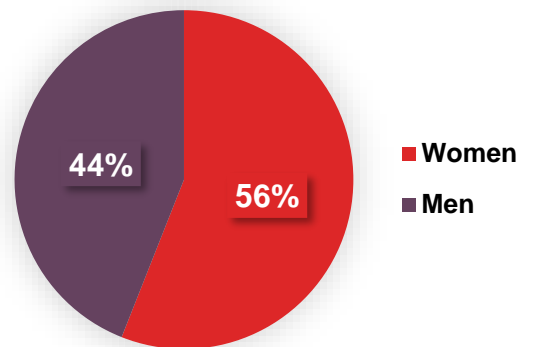
Lawyers

'Lawyers' includes Special Counsel, Counsel, Senior Associate, Associates and all equivalents (covering Lawyer levels 1 – 4) Trainees and equivalents. This category excludes partners.



Business professionals

Business Professionals includes a range of roles and seniorities across all of our business service functions including chiefs and heads of functions.



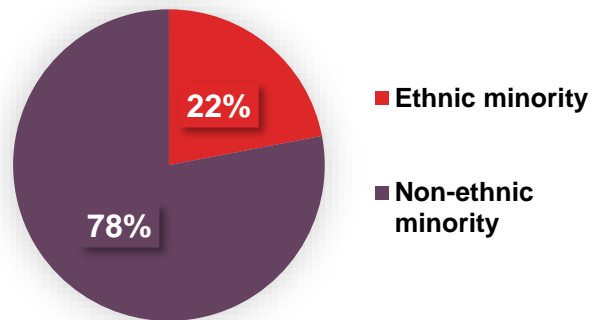
Race & Ethnicity

The following data represents known populations only. The unknowns and prefer not to say answers have both been excluded from these calculations.

All firm personnel

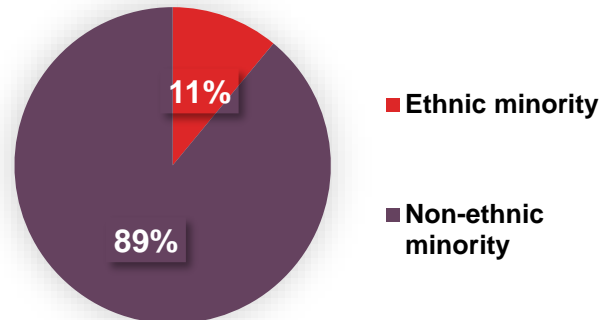
Ethnic minority refers to individuals within the following ethnicity groups: Asian / Asian British (Indian, Pakistani, Bangladeshi, Chinese, any other Asian background), Black/ Black British (Caribbean, African), Mixed (White and Black Caribbean, White and Black African, White and Asian, any other mixed / multiple ethnic background), Other – any other ethnic group or ethnicity.

The firm set a 25% target of all personnel to be Black, Asian or from an Ethnic minority background.



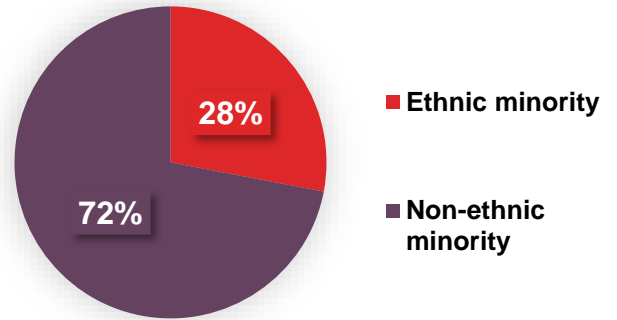
Partners

The firm set a 15% target of the partnership (UK only) to be Black, Asian or from an Ethnic minority background.



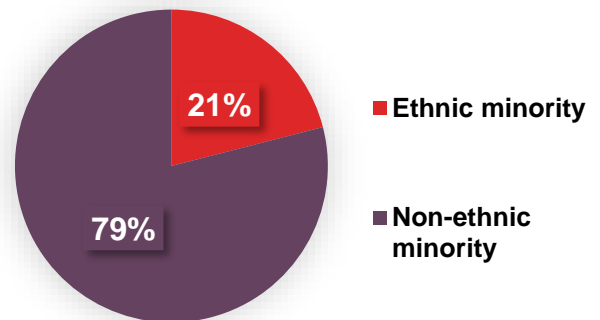
Lawyers

'Lawyers' includes Special Counsel, Counsel, Senior Associate associates and all equivalents (covering Lawyer levels 1 – 4) and Trainees and equivalents. This category excludes partners.



Business professionals

Business Professionals includes a range of roles and seniorities across all of our business service functions including chiefs and heads of functions.



Disability & Health Conditions

The following data represents known populations only and the unknowns have been excluded from these calculations.

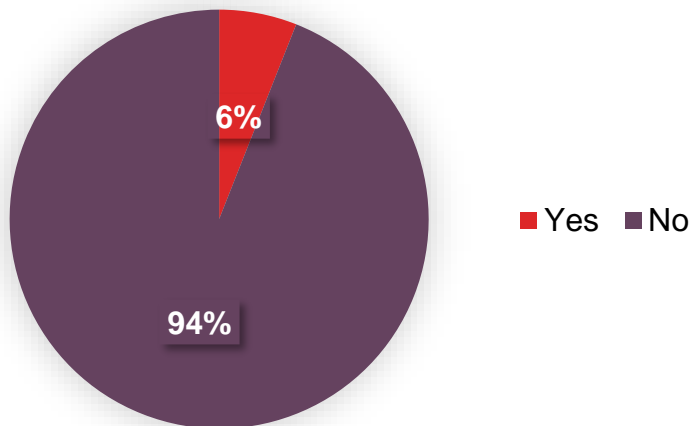
To ensure anonymity and in line with our minimum reporting requirements for this type of sensitive demographic data, we do not disclose data for populations of fewer than 10 individuals.

'All firm personnel' includes Partners, Lawyers, and Business Professionals.

The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

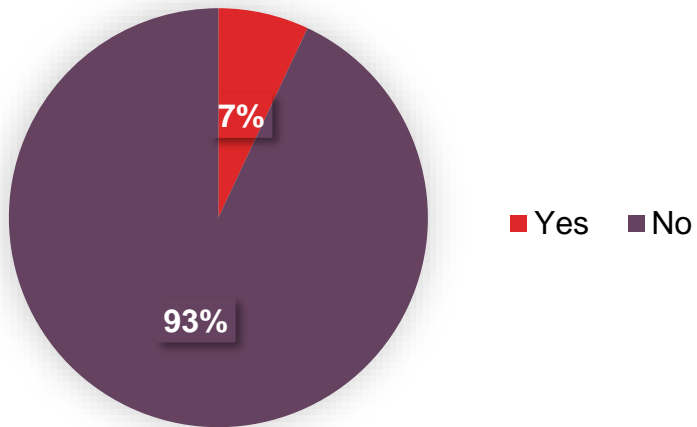
Living with a disability or long-term health condition.

All firm personnel



Day to day activities limited by health condition or disability.

All firm personnel



LGBTQI+

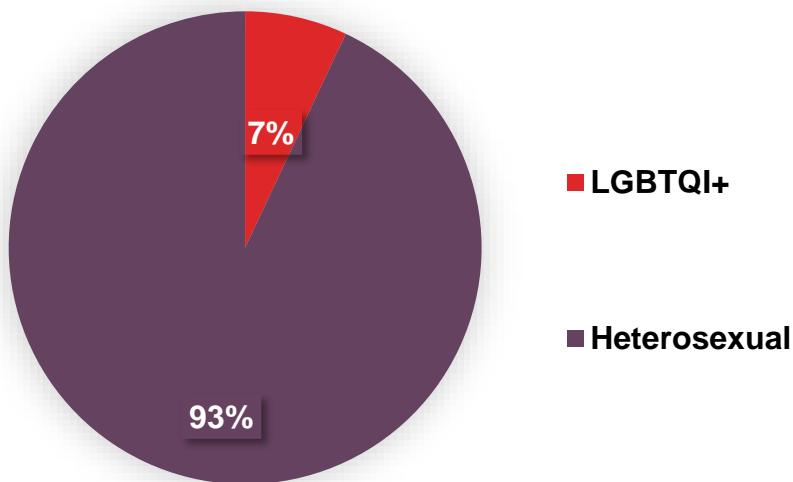
The following data represents known populations only and the unknowns have been excluded from these calculations.

To ensure anonymity and in line with our minimum reporting requirements for this type of sensitive demographic data, we do not disclose data for populations of fewer than 10 individuals.

LGBTQI+ refers to those who identify as Lesbian, Gay, Bisexual, Queer or other.

'All firm personnel' includes Partners, Lawyers, and Business Professionals

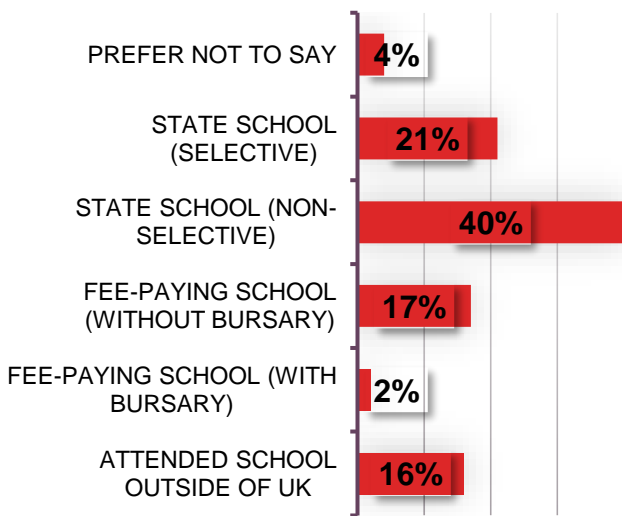
All firm personnel



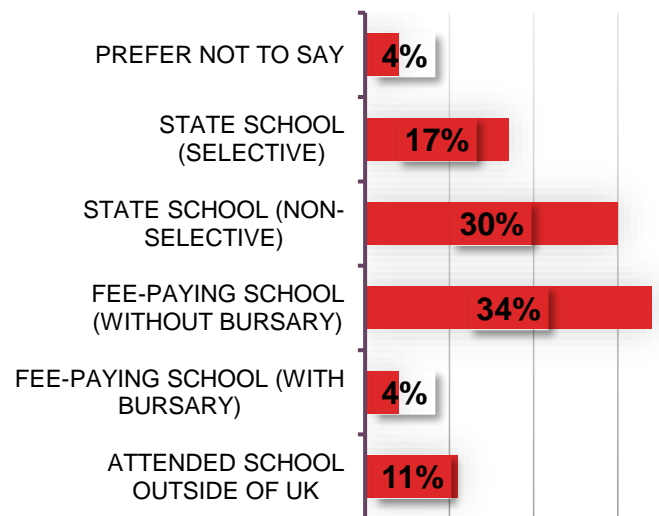
Socio-economic Diversity

Type of school attended between the ages of 11 and 16.

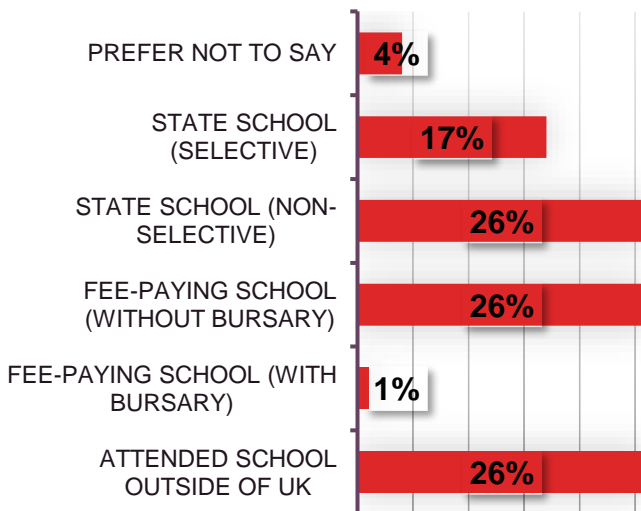
All firm personnel



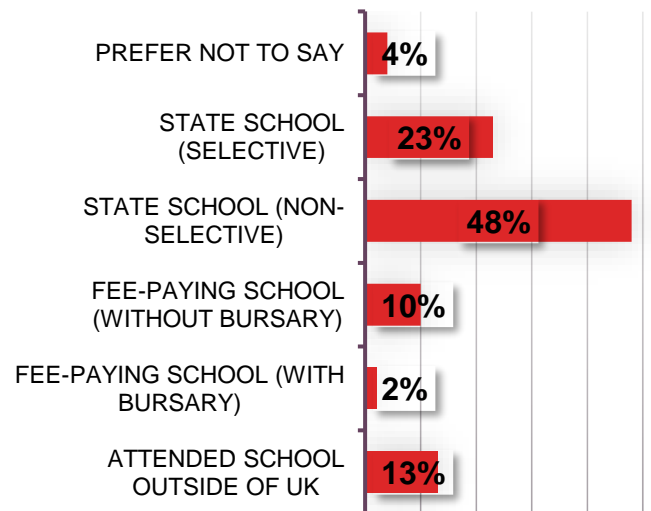
Partners



Lawyers



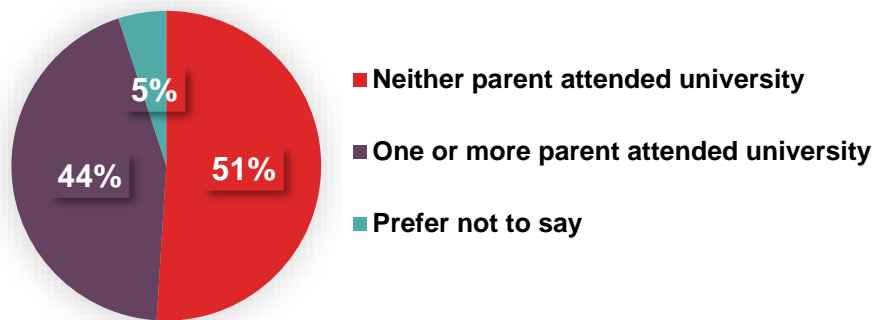
Business professionals



Socio-economic Diversity

Did either of your parents or guardians/carers attend university and gain a degree) by the time you were 18

All firm personnel



Partners



Lawyers



Business professionals



Socio-economic Diversity

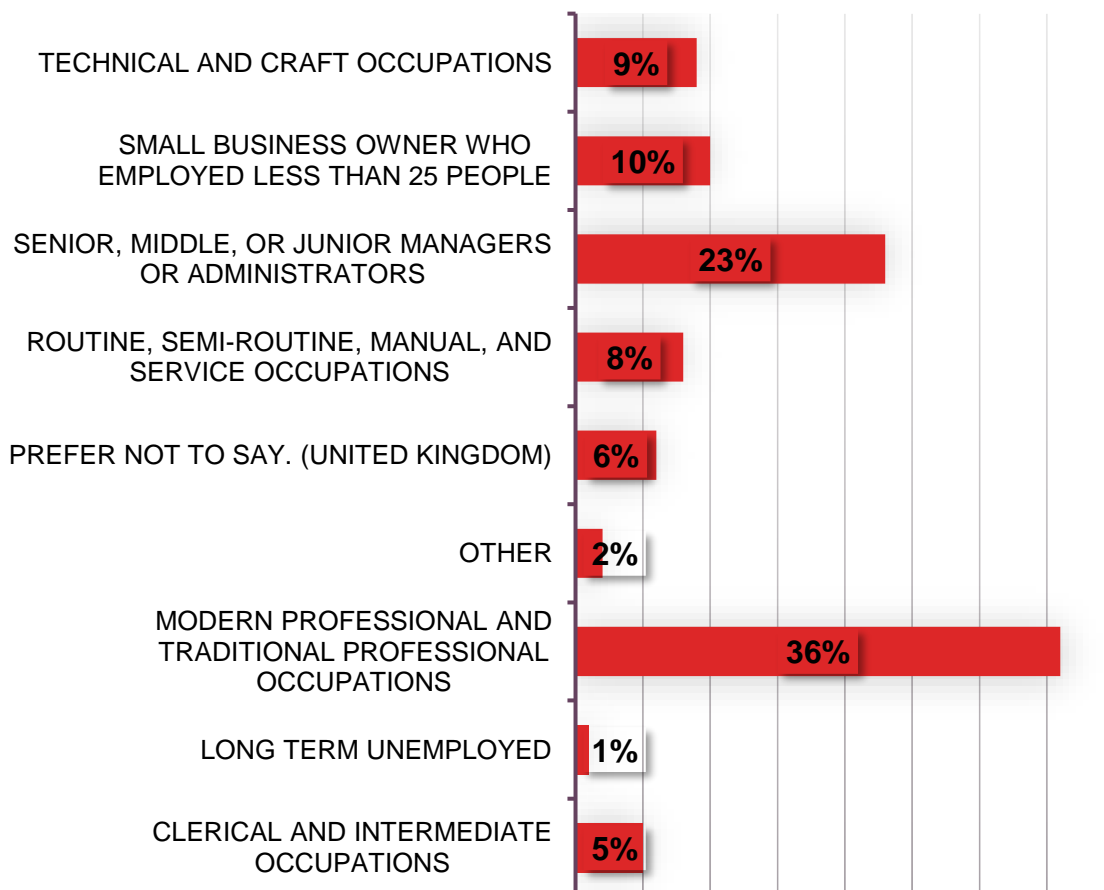
What was the occupation of your main household earner when you were about 14?

The following data represents known populations only and the unknowns have been excluded from these calculations.

An individual's socio-economic background is defined by their highest earning parent's occupation, according to the National Statistics Socio-economic Classification,

'All firm personnel' includes Partners, Lawyers, and Business Professionals

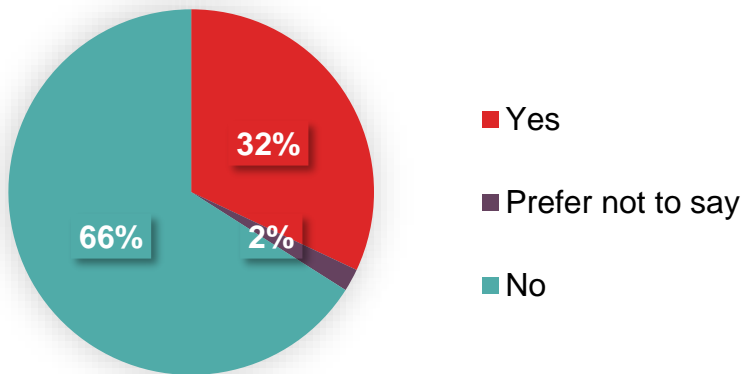
All firm personnel



Caring responsibilities

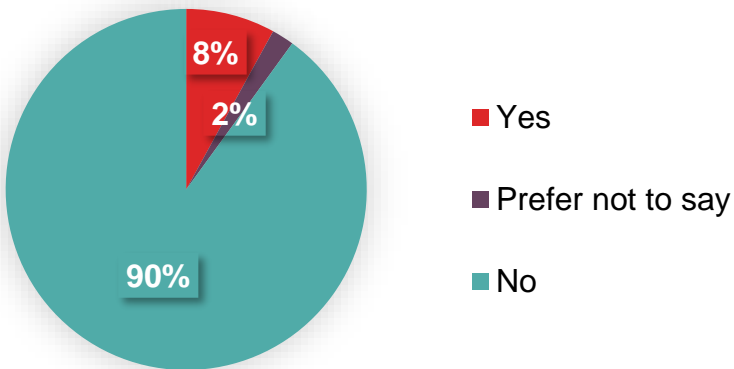
Are you a primary carer for a child or children under 18?

All firm personnel



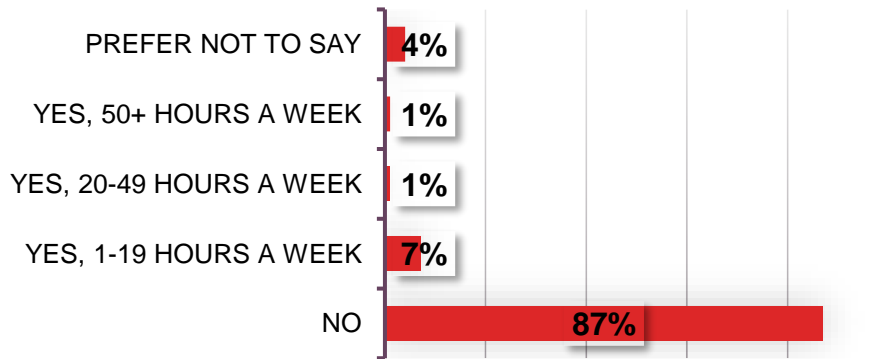
Are you a primary carer for someone who is over 18?

All firm personnel



Do you care for someone with long term physical or mental ill health caused by disability or age?

All firm personnel



Religion & faith

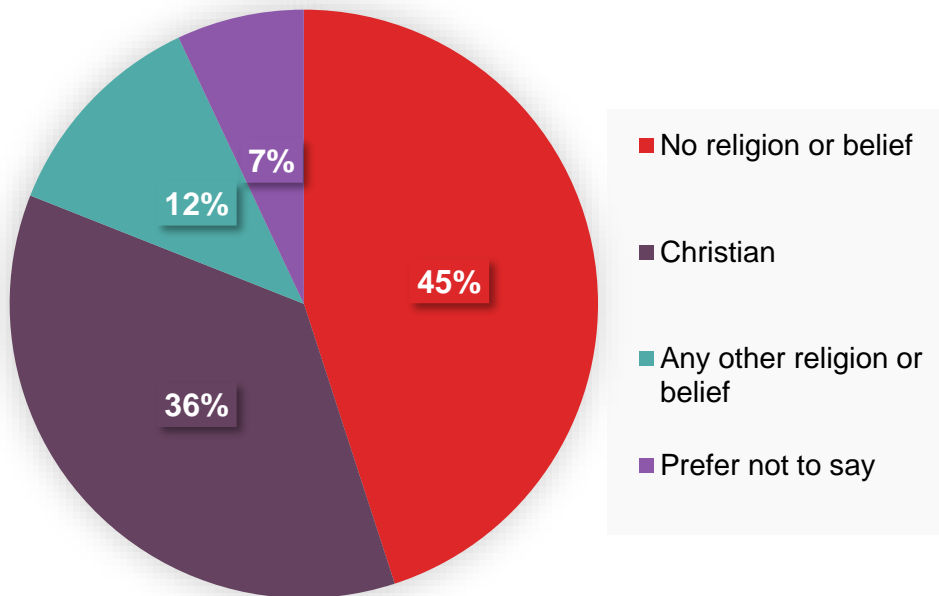
The following data represents known populations only and the unknowns have been excluded from these calculations.

'No religion or belief' includes Atheists. Christian includes Church of England, Catholic, Protestant and all other Christian denominations.

'Any other religion' includes Buddhist, Hindu, Jewish, Muslim, Sikh and any other religion.

'All firm personnel' includes Partners, Lawyers, and Business Professionals.

All firm personnel



Norton Rose Fulbright US LLP, Norton Rose Fulbright LLP, Norton Rose Fulbright Australia, Norton Rose Fulbright Canada LLP and Norton Rose Fulbright South Africa Inc are separate legal entities and all of them are members of Norton Rose Fulbright Verein, a Swiss verein. Norton Rose Fulbright Verein helps coordinate the activities of the members but does not itself provide legal services to clients.

References to 'Norton Rose Fulbright', 'the law firm', and 'legal practice' are to one or more of the Norton Rose Fulbright members or to one of their respective affiliates (together 'Norton Rose Fulbright entity/entities'). In respect of this bid, advice and services will be provided by Norton Rose Fulbright LLP (the 'Contracting Party') in accordance with its terms of engagement. Any reference to a partner or director is to a member, employee or consultant with equivalent standing and qualifications of the relevant Norton Rose Fulbright entity.



Norton Rose Fulbright provides a full scope of legal services to the world's preeminent corporations and financial institutions. The global law firm has more than 3,000 lawyers advising clients across more than 50 locations worldwide, including Houston, New York, London, Toronto, Mexico City, Hong Kong, Sydney and Johannesburg, covering the United States, Europe, Canada, Latin America, Asia, Australia, Africa and the Middle East.

nortonrosefulbright.com