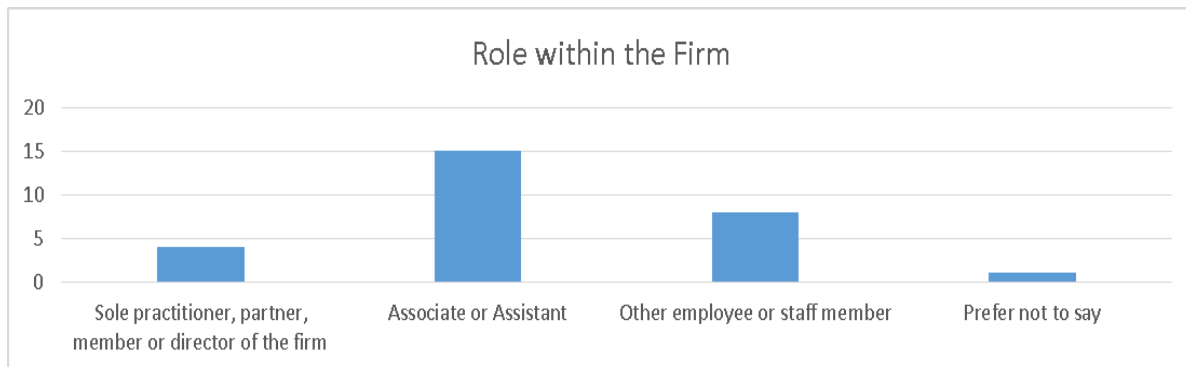


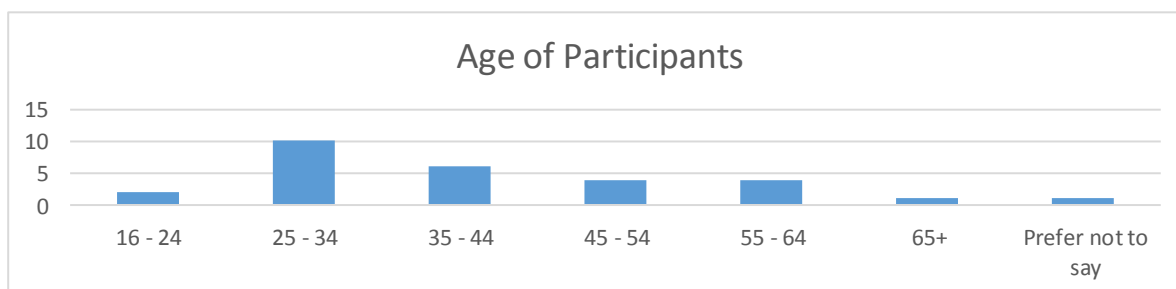
Pepperells Solicitors are committed to avoiding discrimination and promoting diversity in all of their professional activities.

As such, we ensure that our recruitment policy is fair and does not discriminate against an applicants’ protected characteristics such as age, gender, race, religion, disability, marital status, sexual orientation or pregnancy.

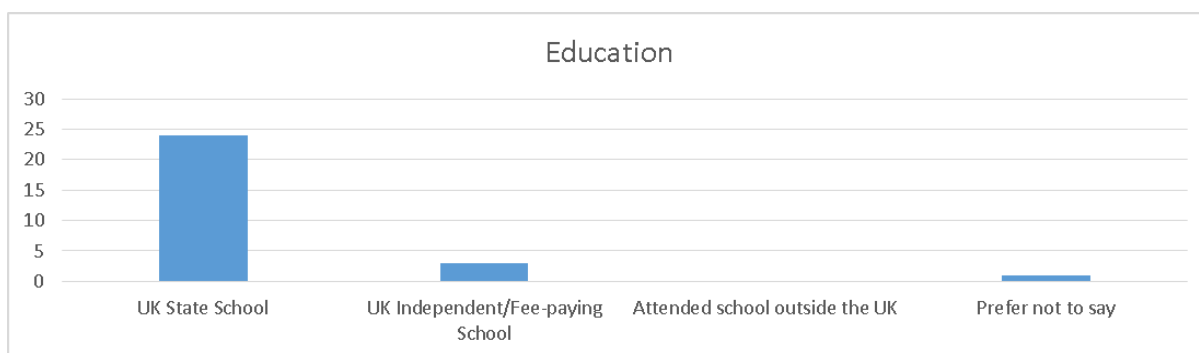
Each year we collect data on equality and diversity to provide to the Solicitors Regulation Authority (SRA). Below we provide an overview of the data collected from our firm. Not all results are included as we do not wish for any of our staff to be identifiable according to the data.



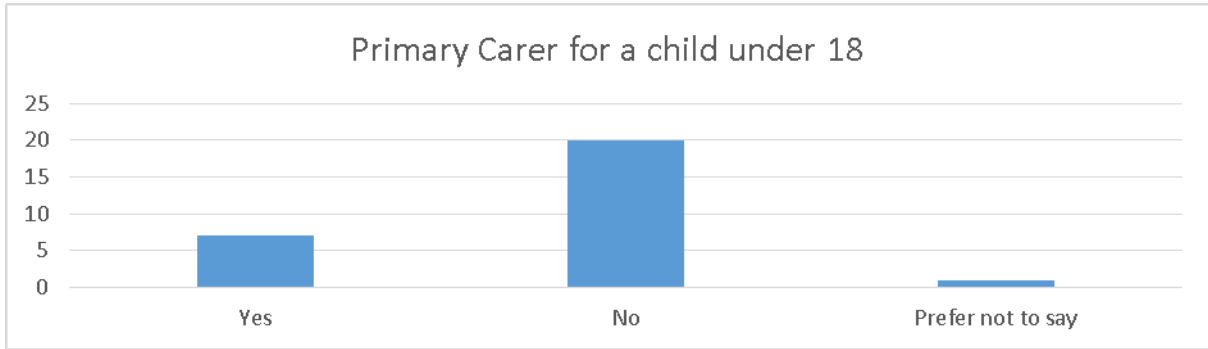
data represents the staff members’ role within the firm.



The above data represents the age range of the staff within the firm.



The above data represents the education of the staff within the firm.



The above data represents the proportion of staff who are the primary carer for a child(ren) under the age of 18.



The above data represents the proportion of staff who also offer support/care for another.

You will note from the data collected that we have a diverse range of staff. The Equality and Diversity Questionnaire was offered to all our staff to complete anonymously. Over a third of our staff completed the questionnaire and returned to us.