

Weightmans Diversity: an overview

As of 1 July 2025

Introduction

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Diversity data gives our internal and external stakeholders a sense of the make-up of our firm. Most importantly, it enables us to pinpoint under-representations in our demographic, and guide targeted initiatives aimed at adjusting imbalances and promoting equal opportunities.

Data informs our evidence-led approaches to Diversity, Equity and Inclusion (DE&I) and diversity targets are key metrics that enable our firm to track and measure progress.

For more information, please view our DE&I Roadmap and 2025—28 Diversity targets.

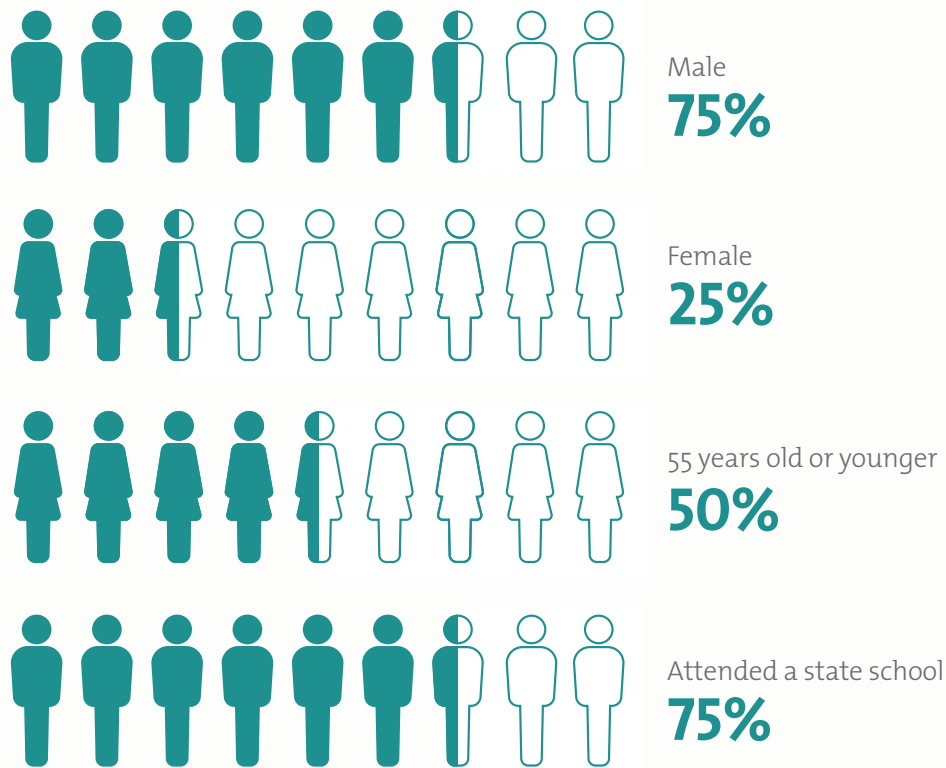
We will continue to publish on an annual basis an overview of the demographics of our firm.

We will also share progress on the diversity targets in our annual ESG reports.

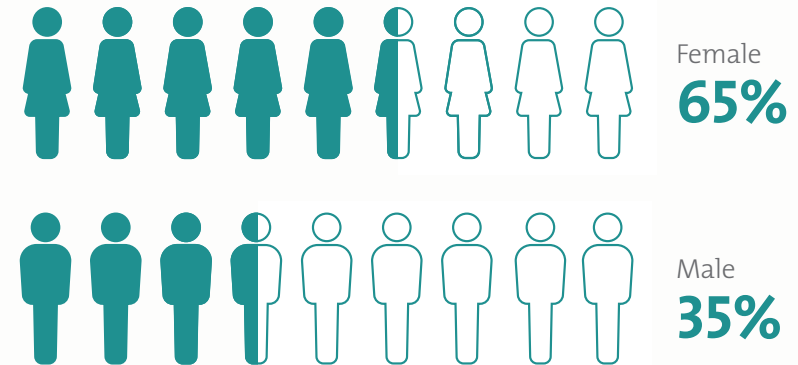
Weightmans diversity data at a glance

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Our Board



Sex at our firm



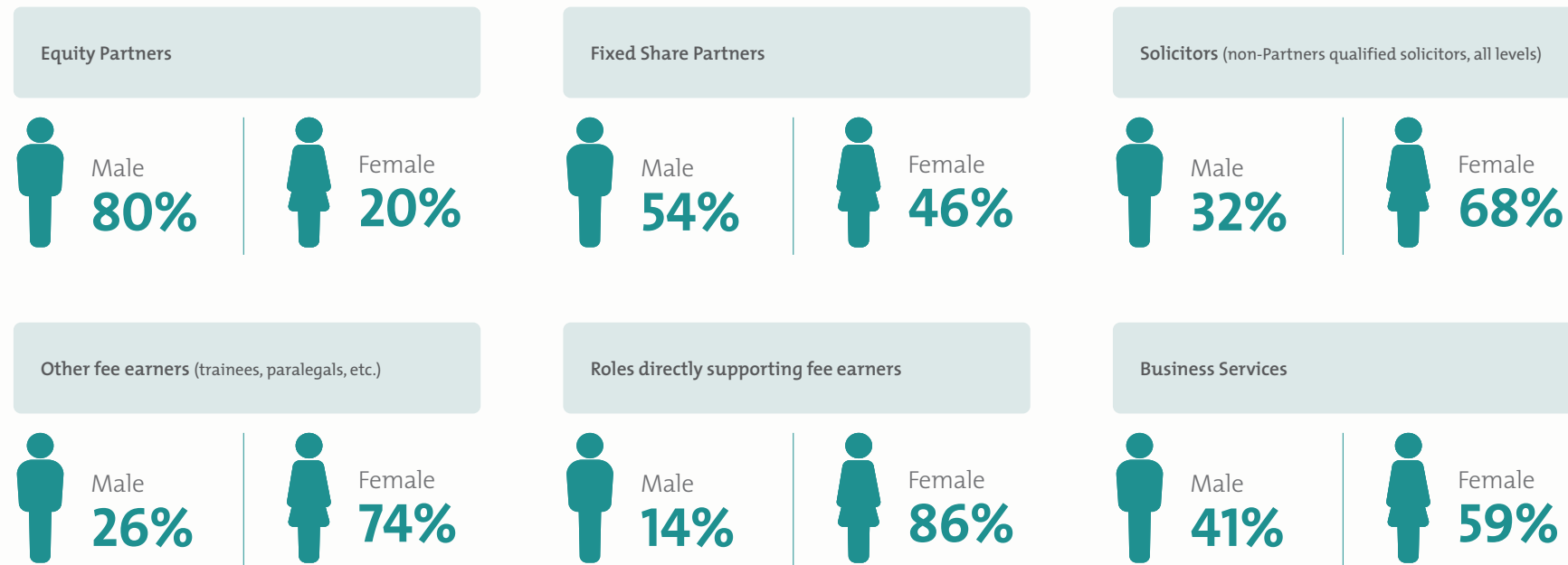
As of 1 July 2025, there are 1,645 people working at Weightmans.

Weightmans diversity data at a glance

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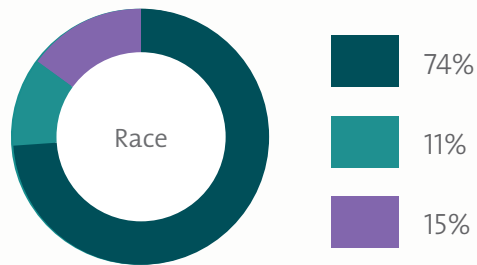
Breakdown by sex across key legal and non-legal roles

Sex at our firm



Weightmans diversity data at a glance

Ethnicity

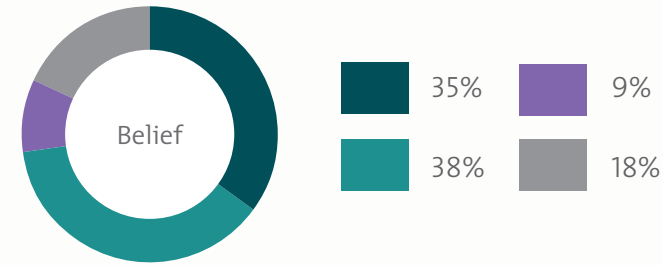


White (i.e., white British/Irish/European/any other white background)

Other ethnic groups or backgrounds (i.e., non-white)

Prefer not to say/no response

Religion or belief



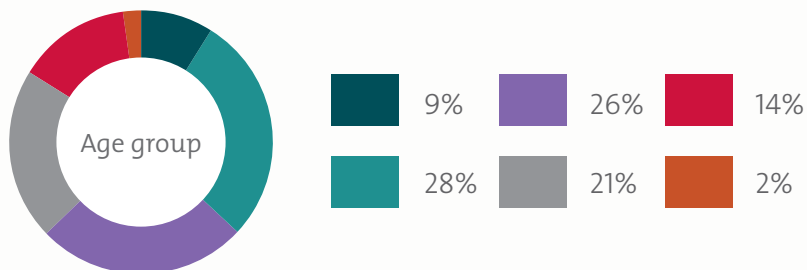
Atheist / Agnostic / No belief

Christian

Other (including Muslim, Sikh, Hindu, Buddhist, Jewish, etc.)

Prefer not to say/no response

A multi generational firm



16-24

45-54

45-54

25-34

55-64

55-64

Social mobility



42%

of our people attended a state school (selective and non-selective).

Weightmans diversity data at a glance

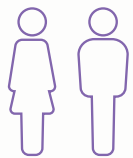
Working at Weightmans: inclusion and staff wellbeing

The below snapshot captures how our people feel about our organisational culture, based on responses provided at the Staff Engagement Survey in November 2024.



94%

of our people said that Weightmans supports Diversity and Inclusion in the workplace.



94%

of our people also find that their local office provides the opportunity to engage on Corporate Social Responsibility and DE&I.



60%

of our workforce rated their mental health and wellbeing in the workplace between 4 and 5, on a scale of 1-5 (where 5 is the best).

Weightmans

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