

Weightmans Diversity: an overview

As of 1 July 2026

Introduction

See the Possibility[★]

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.

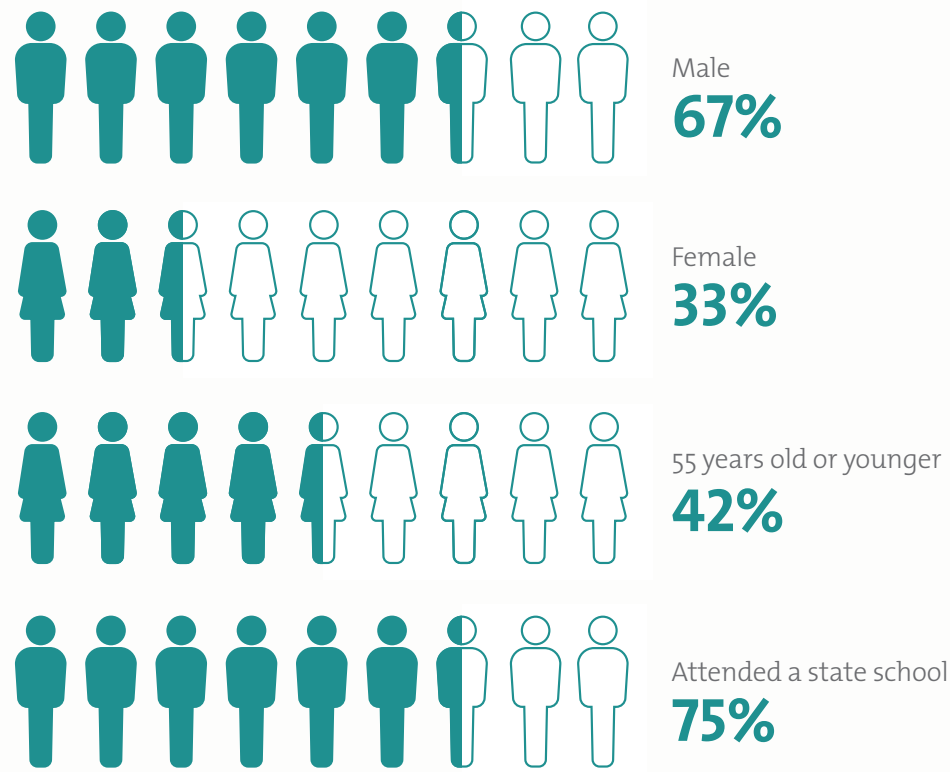
We will continue to publish on an annual basis an overview of the demographics of our firm.

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

Weightmans diversity data at a glance

3

Our Board



Firmwide figures



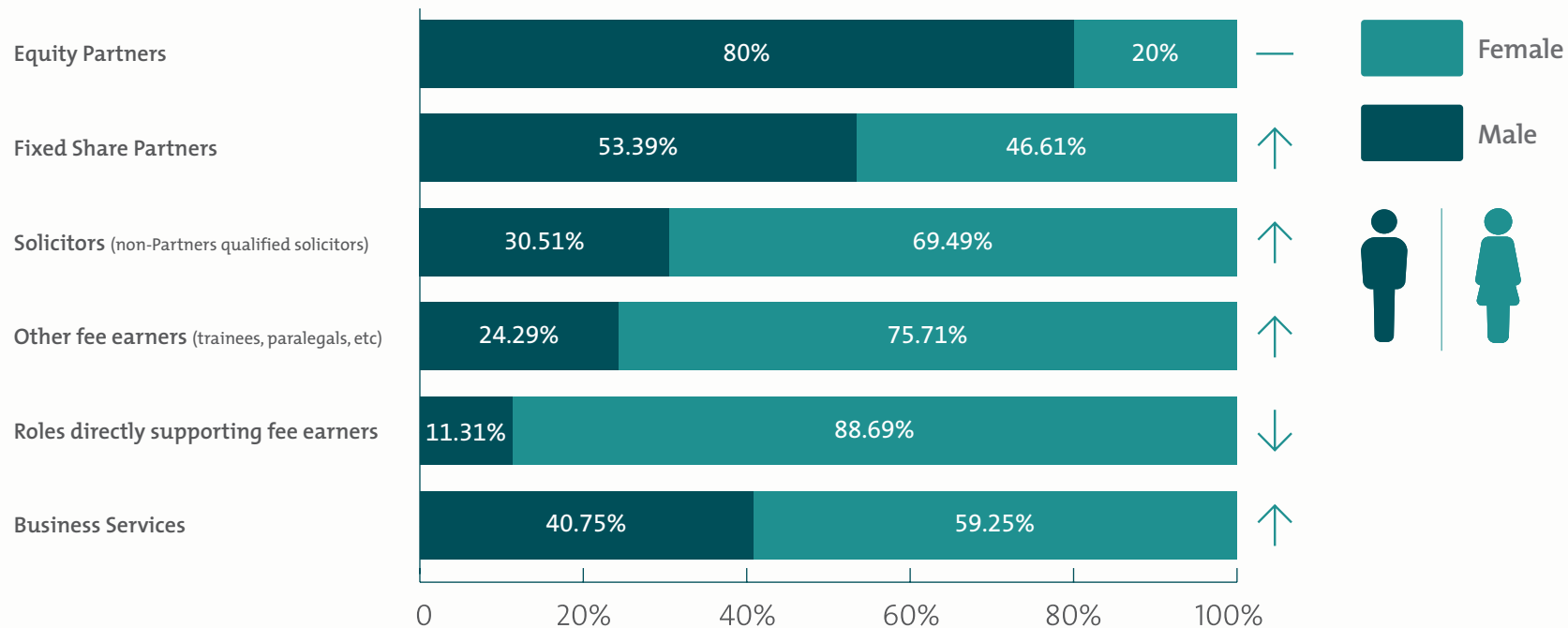
As of 1 July 2026, there are 1,688 people working at Weightmans (headcount growth: 2.6%)

Weightmans diversity data at a glance

4

Breakdown by sex across key legal and non-legal roles

Sex at our firm



Weightmans diversity data at a glance

5

Ethnicity (firmwide percentages of different 'races')

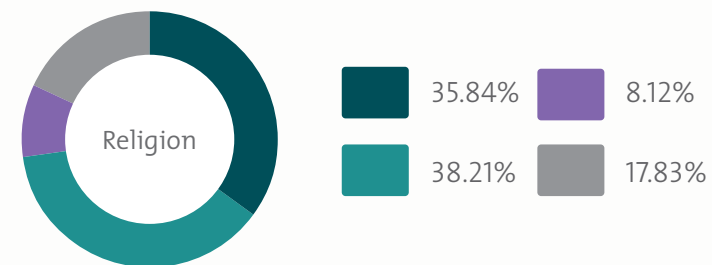


White (i.e., white British / Irish / European / any other white background)

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

Prefer not to say / no response

Religion or belief (firmwide percentages of different religions)



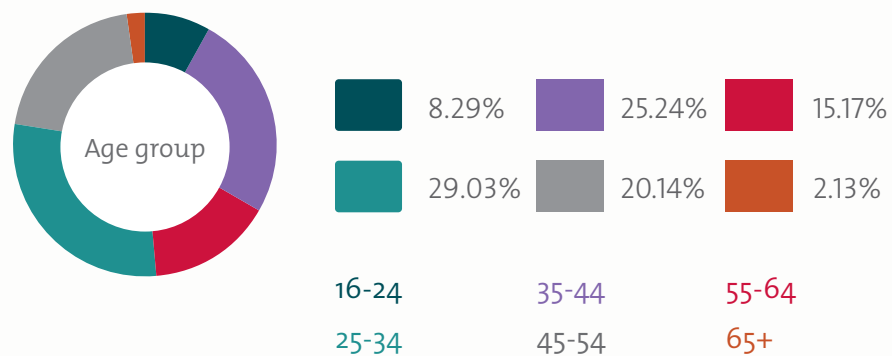
Atheist / Agnostic / No belief

Christian

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

Prefer not to say / no response

A multi generational firm (firmwide percentages of different age groups)



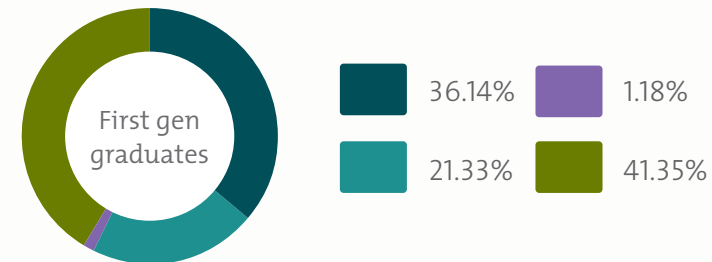
Weightmans diversity data at a glance

Social mobility

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



% of our people who were the 'first generation' to graduate in their family (i.e., neither of their parents attended university and gained a degree by the time they were 18)



No, neither of my parents attended University

Yes, one or both of my parents attended university

Don't know / not sure

Prefer not to say / no answer given

Weightmans diversity data at a glance

7

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 last Staff Engagement Survey in November 2024 (the next survey will be in November 2026).



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

See the Possibility[★]

Weightmans Diversity: an overview