

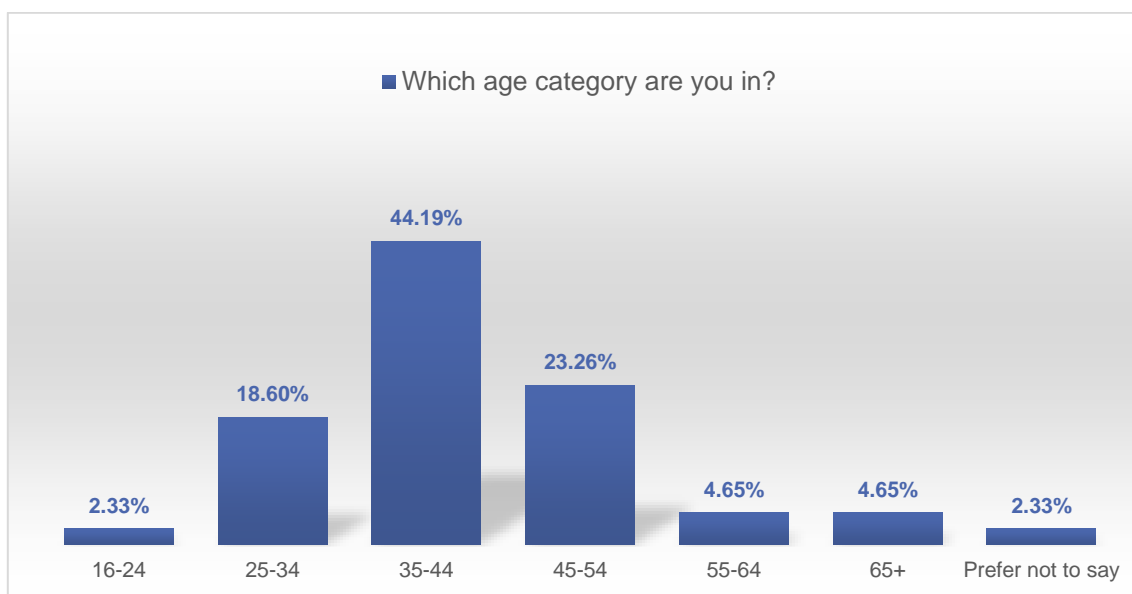
## BCL Solicitors LLP – Workforce Diversity Data 2023

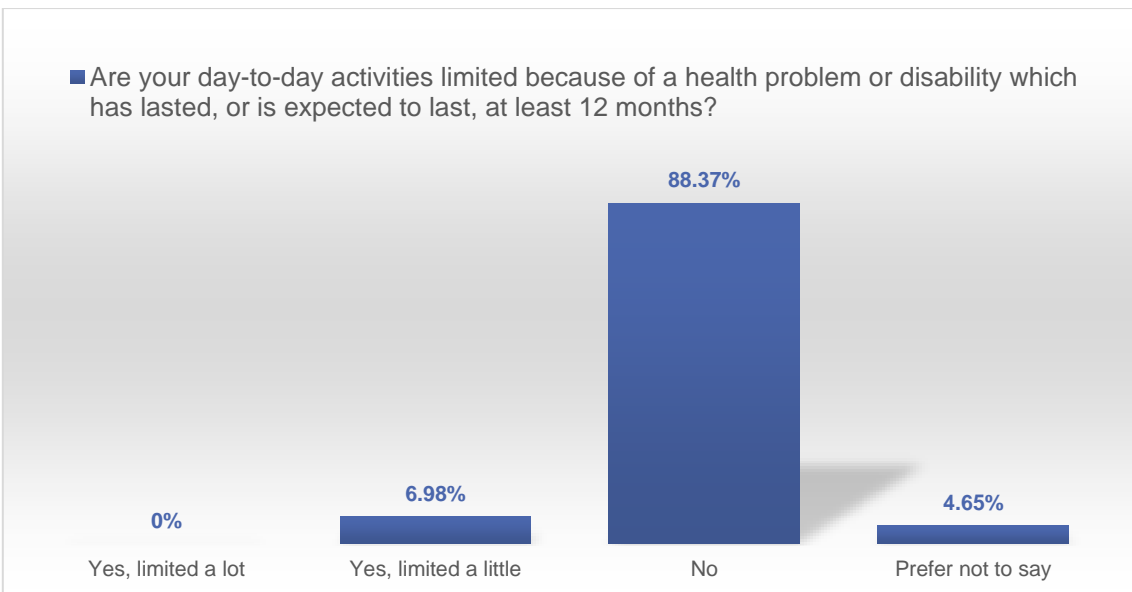
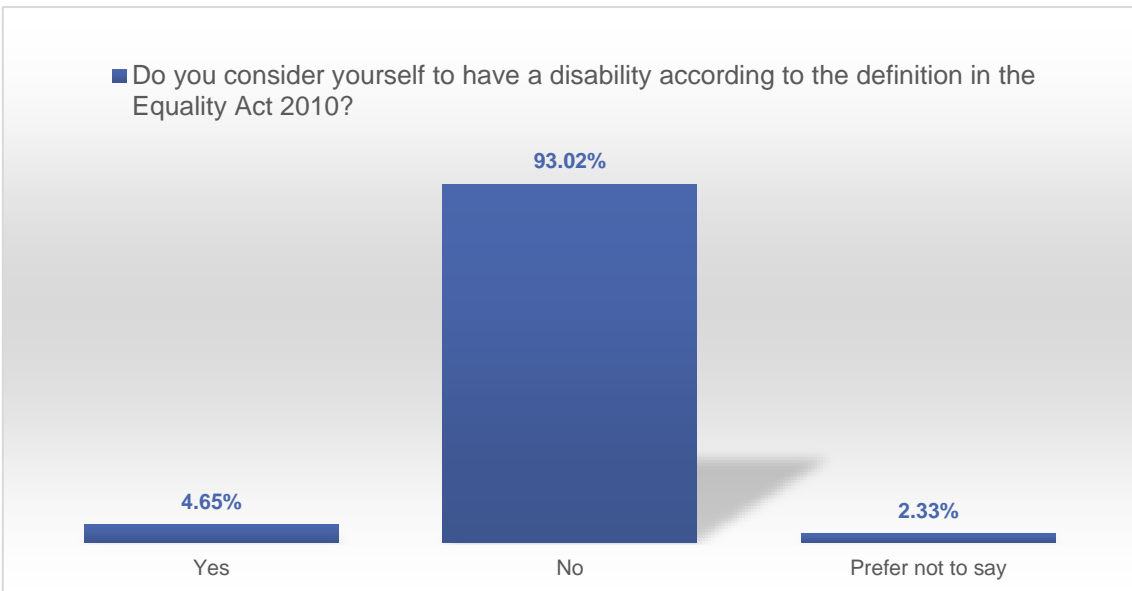
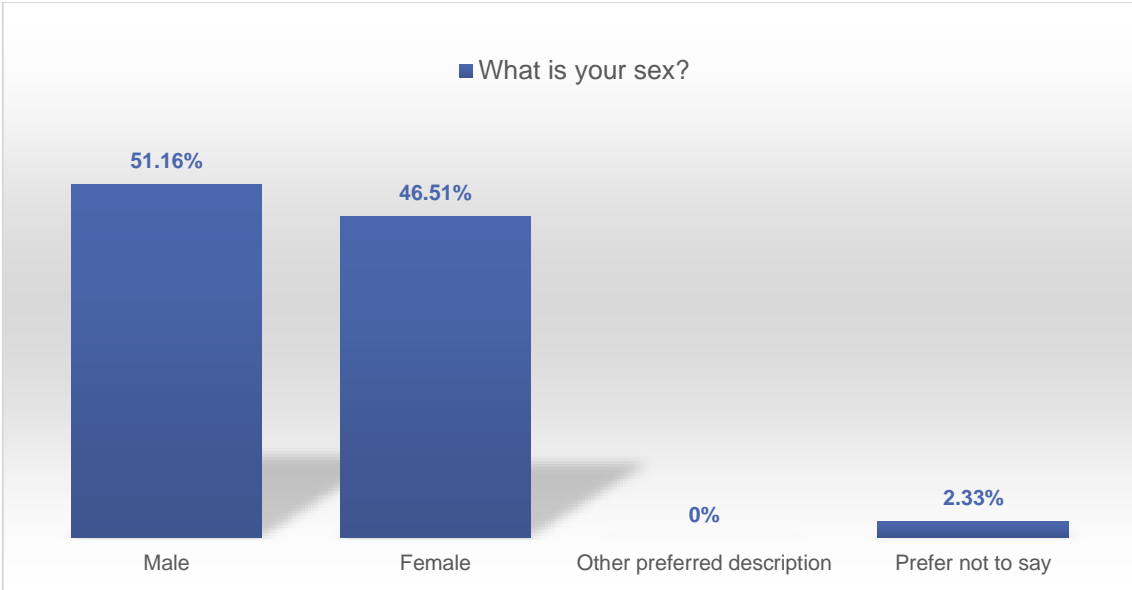
Along with all other firms regulated by the Solicitors Regulation Authority ("SRA"), BCL is required to collect, report and publish workforce diversity data on a biennial basis. BCL carried out this exercise during June and July 2023 and reported the data to the SRA on 18 July 2023.

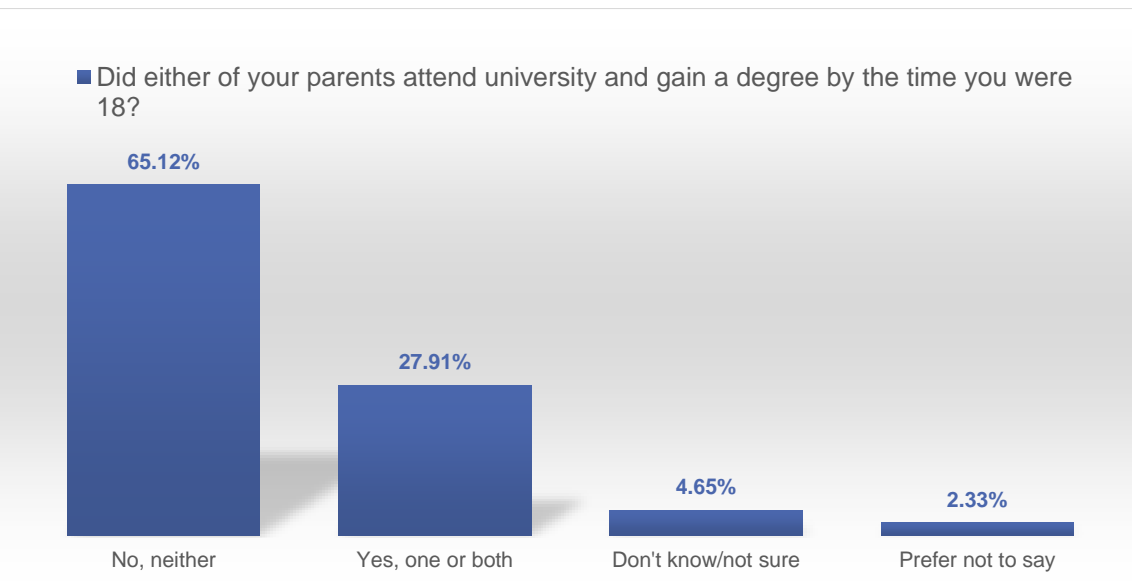
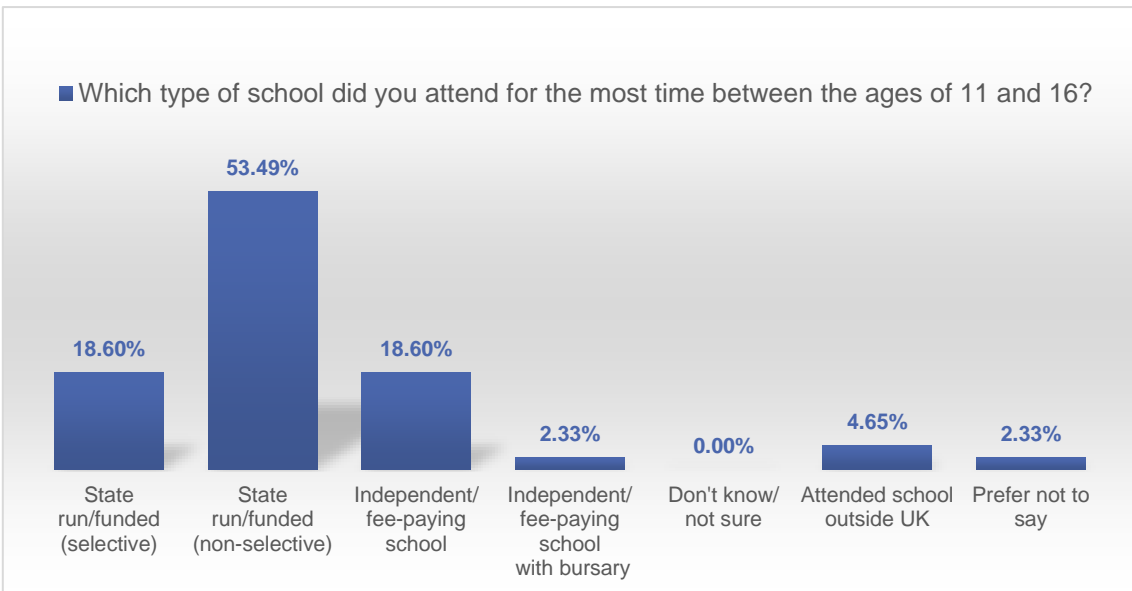
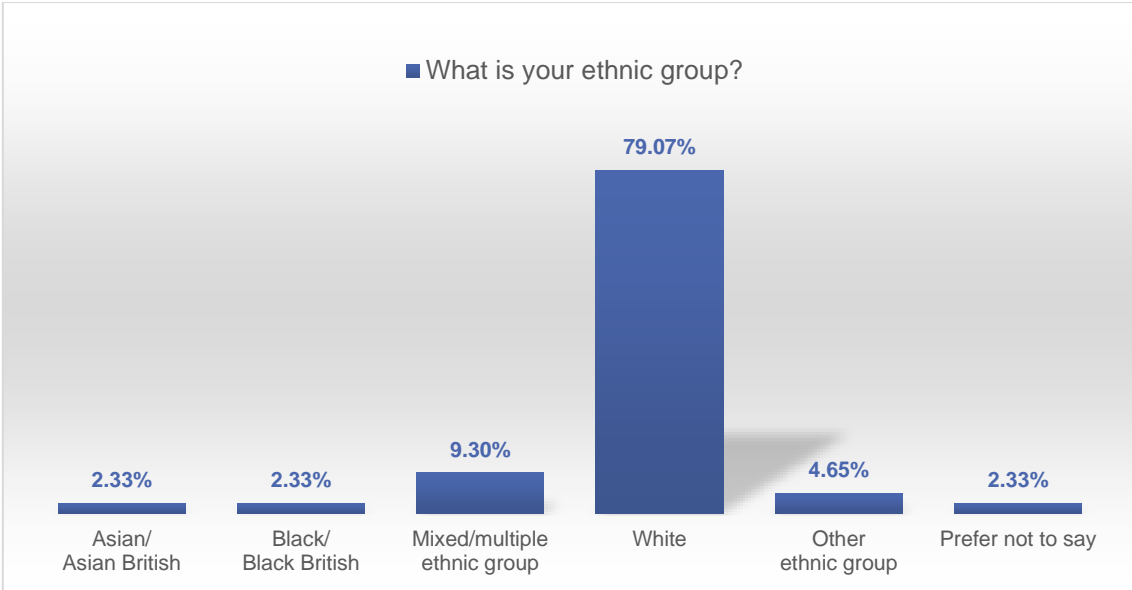
BCL is required to give each individual within the workforce an opportunity to complete the diversity questionnaire but there is no obligation upon any individual to provide their diversity data. Individuals may either choose not to complete the questionnaire or select the option "prefer not to say" for one or more of the questions.

In line with the SRA's publication requirements, we outline below the summary of BCL's workforce diversity data. In order to minimise the risk of identifying individuals we are publishing our data across the firm rather than broken down by role categories. Additionally, although the diversity questionnaire included questions relating to gender identity, religion or belief and sexual orientation, due to the sensitive nature of such data, the SRA has made publication of this information optional – BCL has taken the decision not to publish it.

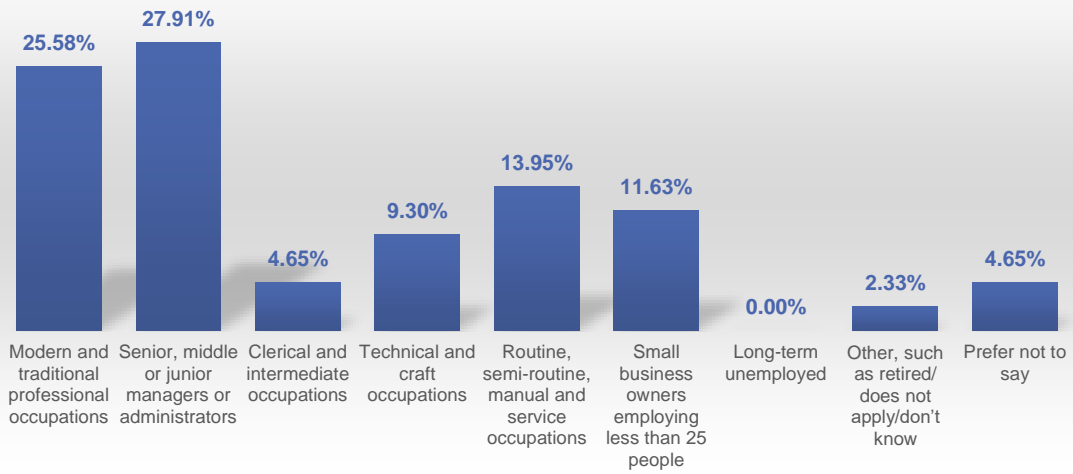
81.1% of BCL's workforce completed the diversity questionnaire so the figures below are percentages of that 81.1% rather than of the entire workforce.



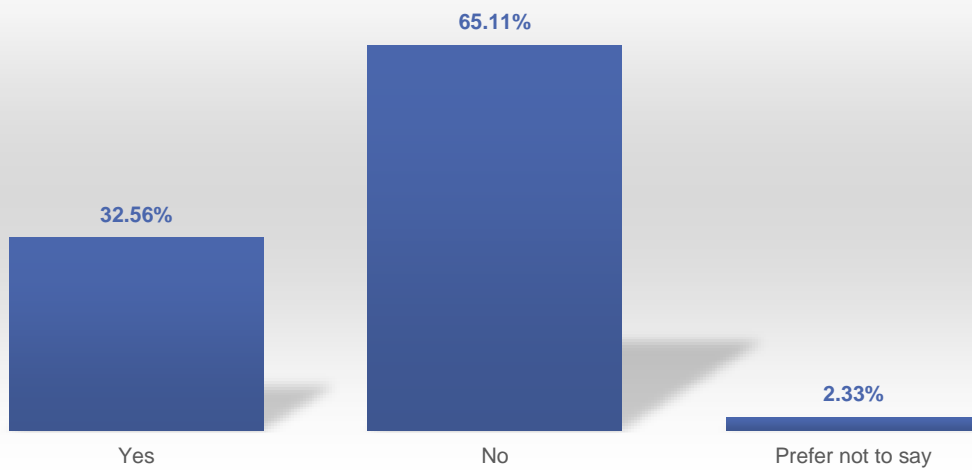




■ What was the occupation of your main household earner when you were about 14?



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



■ Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

