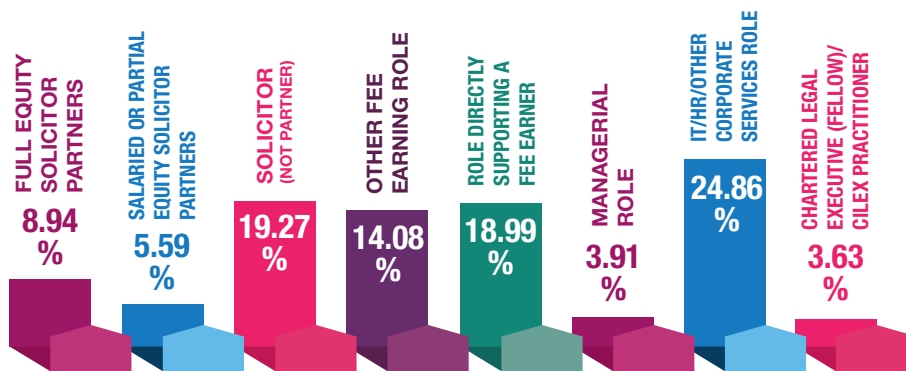


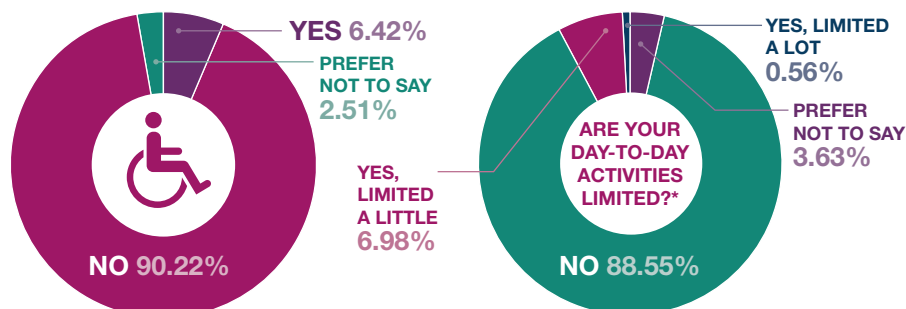
Clarke Willmott: Diversity at a glance

Our diversity survey was conducted in June 2023
and completed by 56% of our people

WHICH BEST DESCRIBES YOUR ROLE IN THE FIRM?



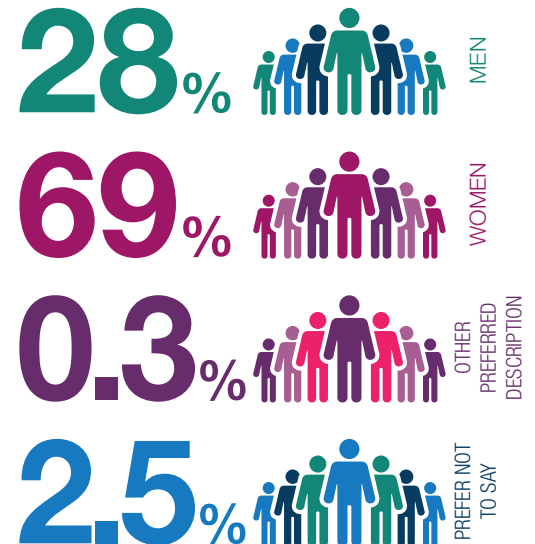
DO YOU CONSIDER YOURSELF TO HAVE A DISABILITY? ACCORDING TO THE DEFINITION IN THE EQUALITY ACT 2010*



*BECAUSE OF A HEALTH PROBLEM OR DISABILITY WHICH HAS LASTED, OR IS EXPECTED TO LAST, AT LEAST 12 MONTHS?

*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.

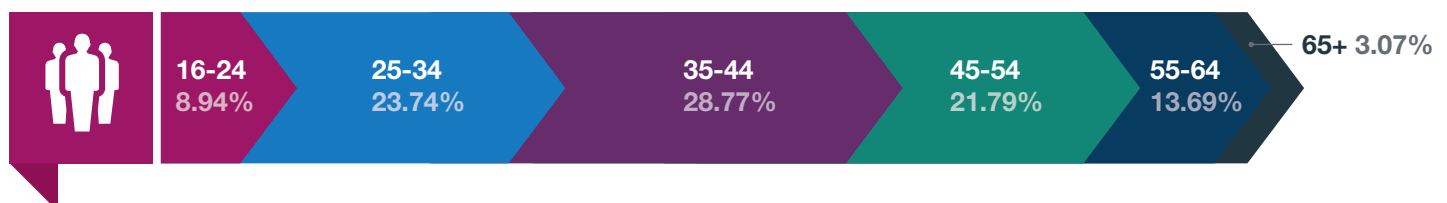
WHAT IS YOUR SEX?



IS THE GENDER YOU IDENTIFY WITH THE SAME AS YOUR SEX REGISTERED AT BIRTH?

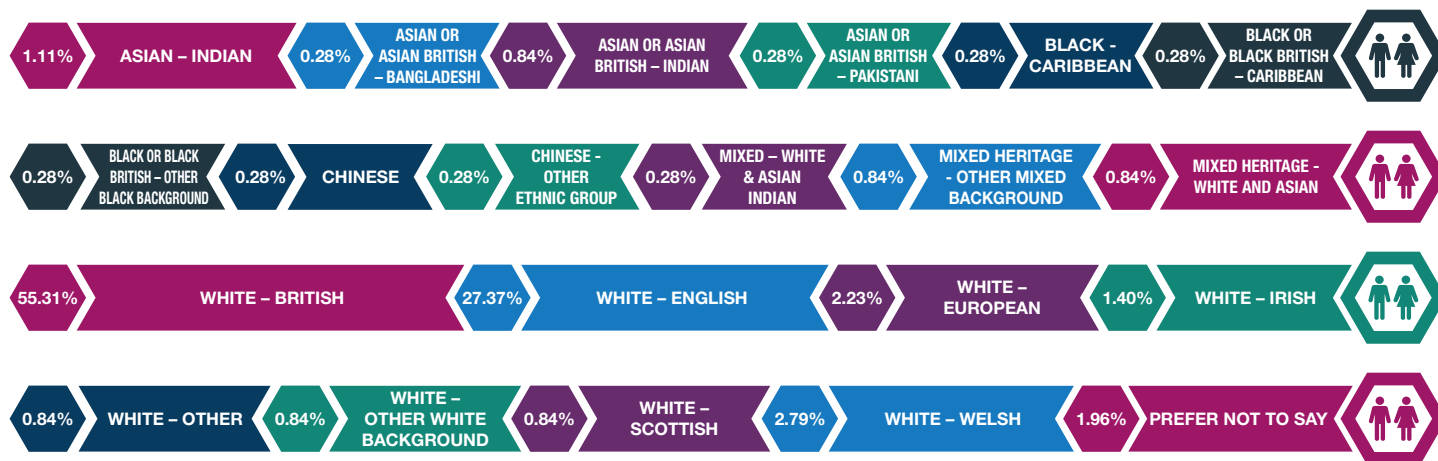


WHICH AGE CATEGORY ARE YOU IN?

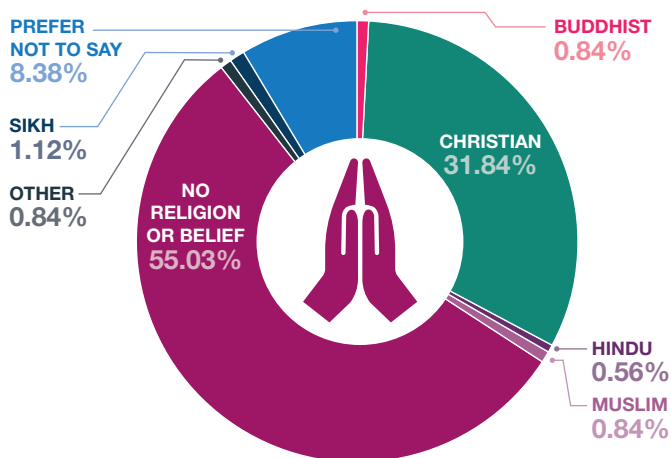


Please note, where responses do not add up to 100% for a particular question, this is because some individuals chose not to answer.

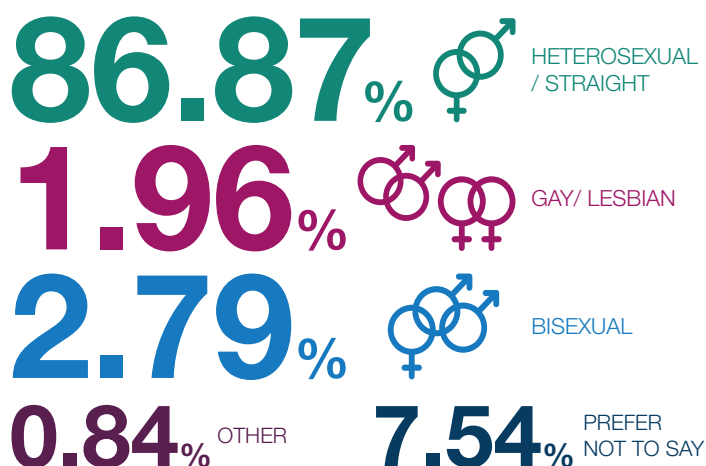
WHAT IS YOUR ETHNIC GROUP?



WHAT IS YOUR RELIGION OR BELIEF?

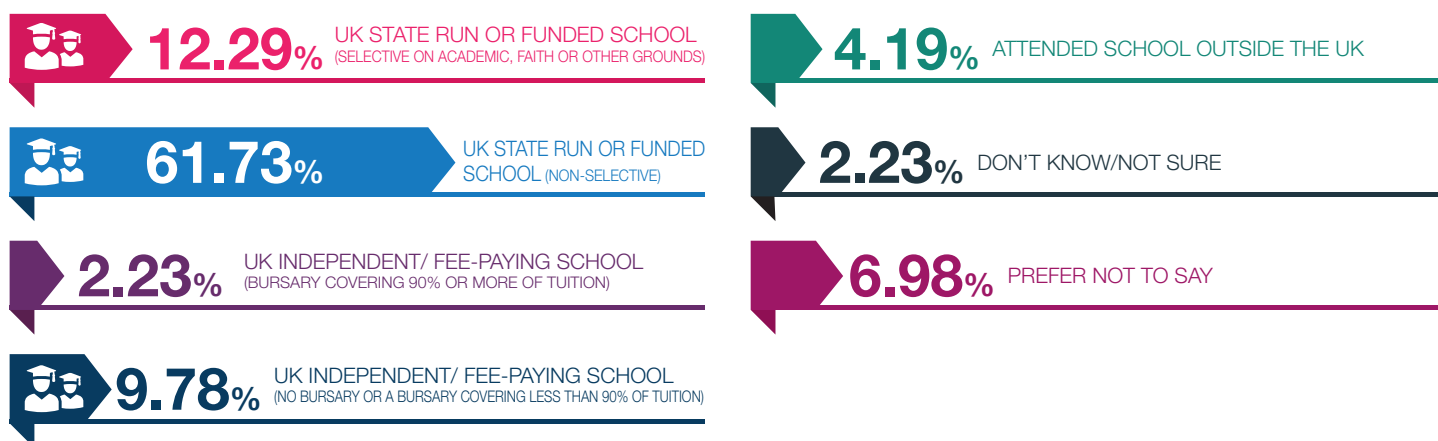


WHAT IS YOUR SEXUAL ORIENTATION?



WHAT TYPE OF SCHOOL DID YOU MAINLY ATTEND?

BETWEEN THE AGES 11 AND 16

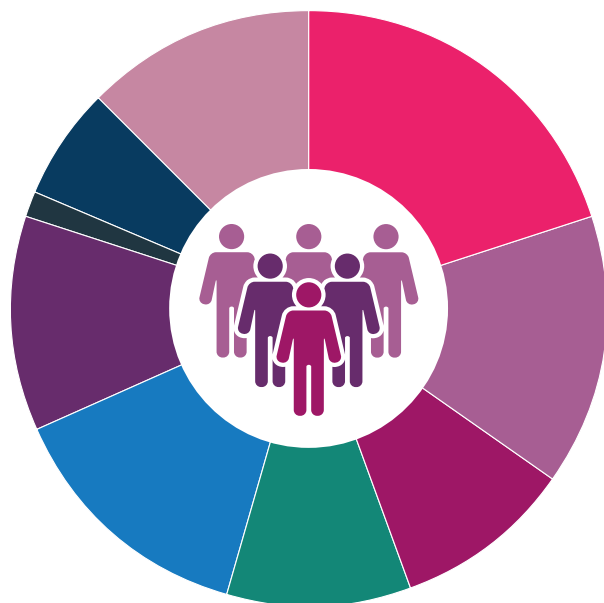


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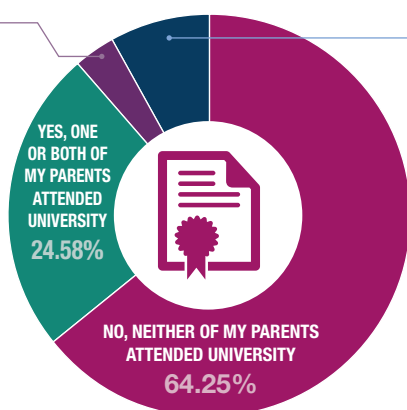
WHAT WAS THE OCCUPATION OF YOUR MAIN HOUSEHOLD EARNER WHEN YOU WERE ABOUT 14?



- Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer **19.83%**
- Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager **14.53%**
- Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse **9.50%**
- Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver **10.06%**
- Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff **13.69%**
- Small business owners who employed less than 25 people such as: corner chop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner **11.45%**
- Long term unemployed (claimed JobSeekers' Allowance or earlier unemployment benefit for more than a year) **1.40%**
- Other, such as: retired, this question does not apply to me, I don't know **5.87%**
- Prefer not to say **12.29%**

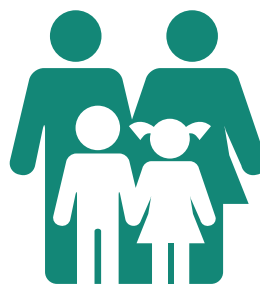
DID EITHER OF YOUR PARENTS ATTEND UNIVERSITY BY THE TIME YOU WERE 18?

DON'T KNOW/
NOT SURE
3.35%



PREFER
NOT TO SAY
7.82%

ARE YOU A PRIMARY CARER FOR A CHILD OR CHILDREN UNDER 18?

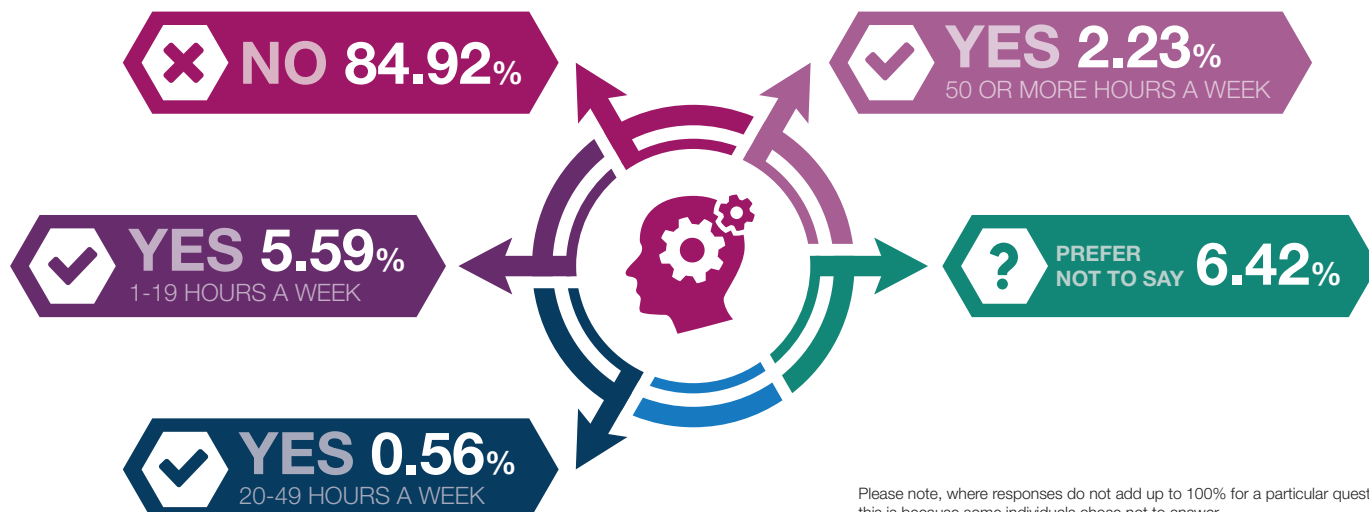


YES 33.80%

NO 61.45%

PREFER NOT TO SAY 4.19%

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)



Please note, where responses do not add up to 100% for a particular question, this is because some individuals chose not to answer.

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