



DIVERSITY REPORT

2025

WRIGLEYS
— SOLICITORS —



Diversity at Wrigleys

Being able to provide an inclusive workplace for everyone is important to us. We are conscious that this is an evolving area and the data presented in this document will help us to evaluate what we need to do differently to ensure that anyone with the right skills feels able to apply to and succeed at Wrigleys – whoever they are and whatever their background.

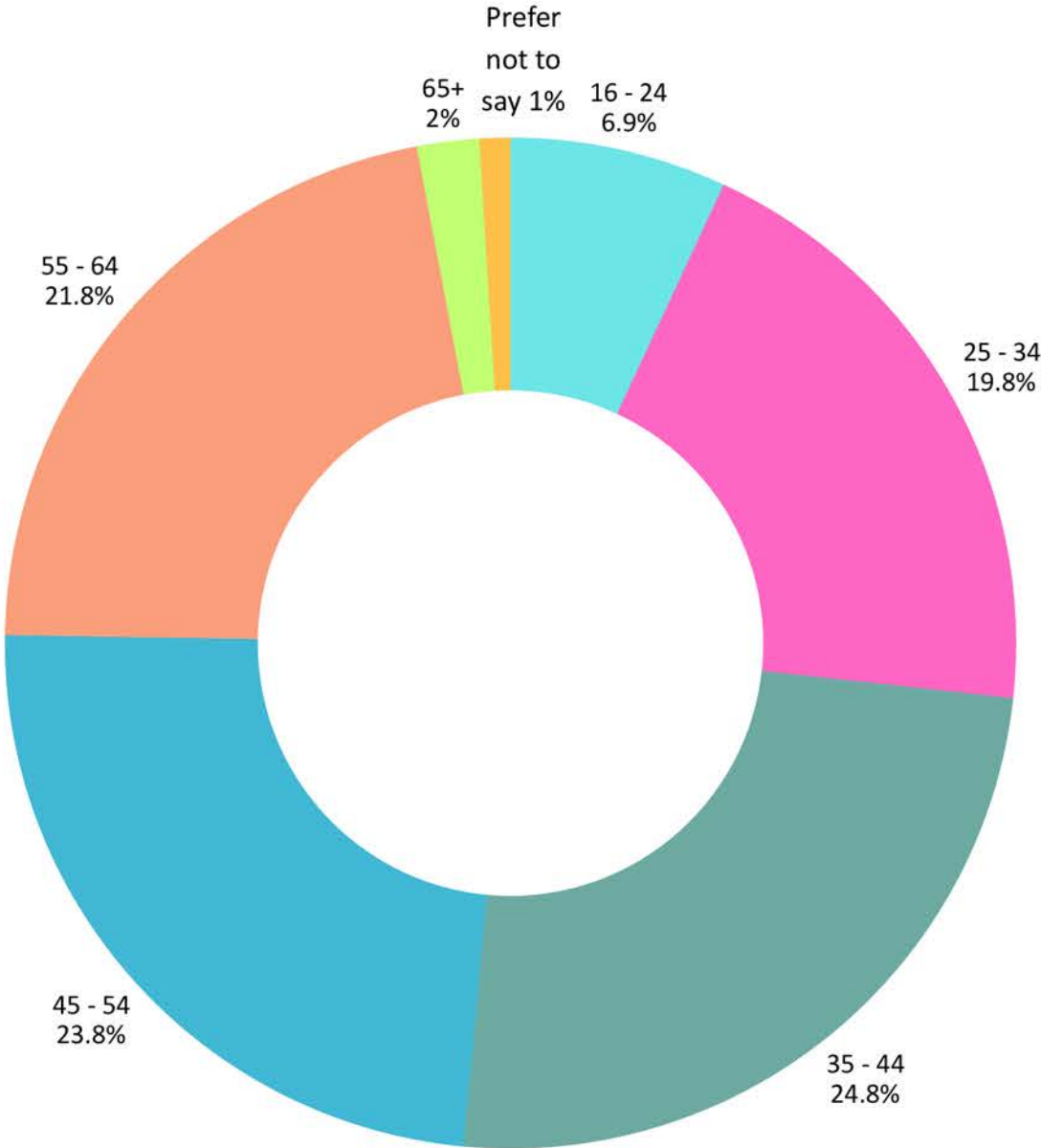
65% of Wrigleys' colleagues completed the SRA diversity questionnaire in 2025.

Notes:

- The data presented in this document was collected as part of the SRA's 2025 Diversity Questionnaire.
- The data presented in this document is based on the responses of those colleagues who completed the questionnaire. The questionnaire has a 65% response rate. Figures have been rounded and therefore some categories will not total 100%.
- Other legal professionals include trainees, paralegals, legal executives and costs lawyers.
- Operational support includes colleagues working in our IT, Business Development & Events, Business Support and Accounts departments.

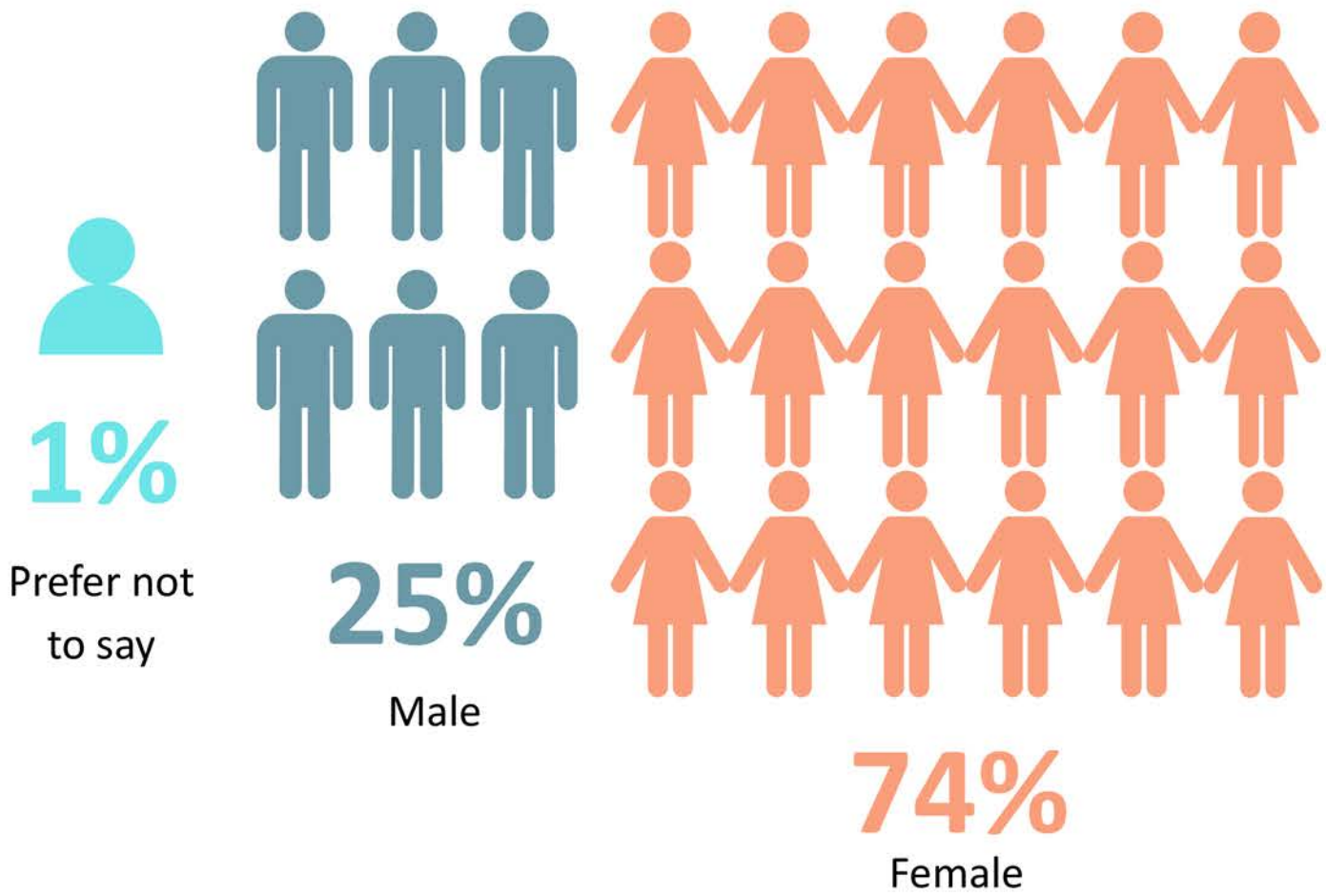
What age category are you in?

	Partner	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Business Support	Total
16 - 24	0%	0%	15%	13%	6%	7%
25 - 34	0%	24%	33%	13%	29%	20%
35 - 44	32%	45%	15%	13%	14%	25%
45 - 54	39%	18%	22%	25%	20%	24%
55 - 64	25%	12%	11%	38%	29%	22%
65+	4%	0%	4%	0%	3%	2%
Prefer not to say	0%	0%	0%	0%	0%	1%



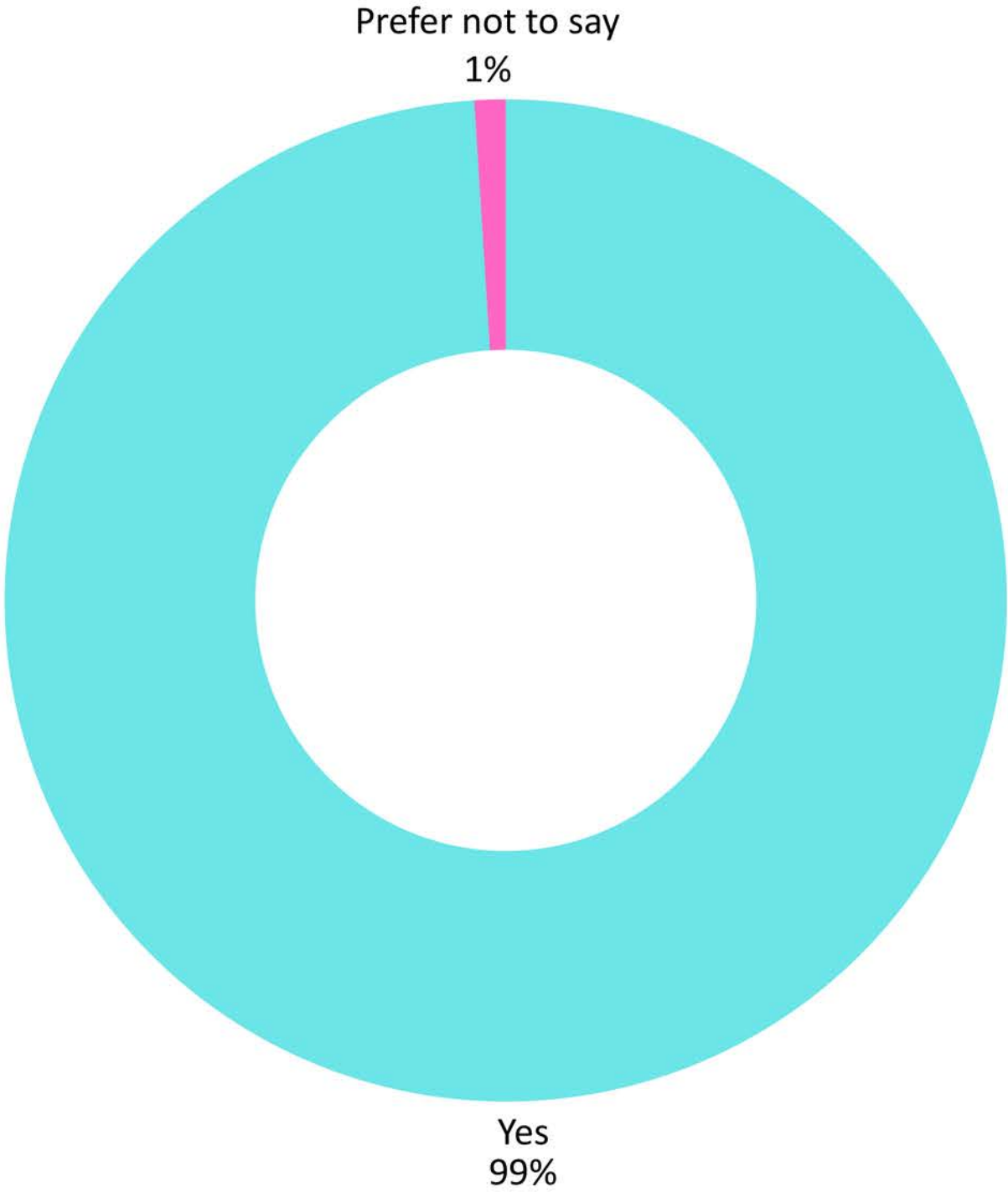
What is your sex?

	Partner	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Business Support	Total
Male	39%	24%	7%	17%	34%	25%
Female	61%	76%	93%	83%	66%	74%
Prefer not to say	0%	0%	0%	0%	0%	1%



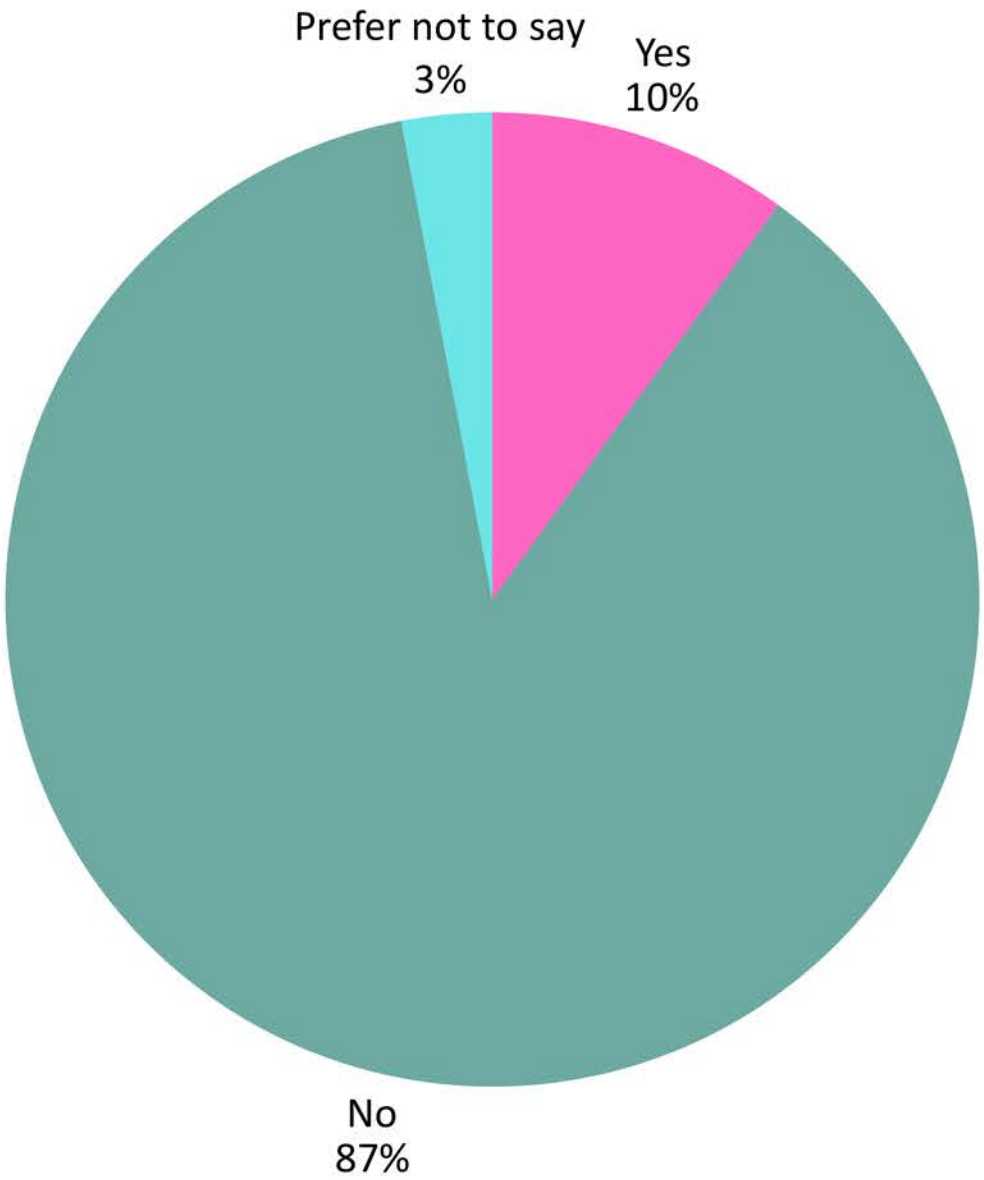
Is the gender you identify with the same as your sex registered at birth?

	Partner	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Business Support	Total
Yes						99%
No						0%
Prefer not to say						1%



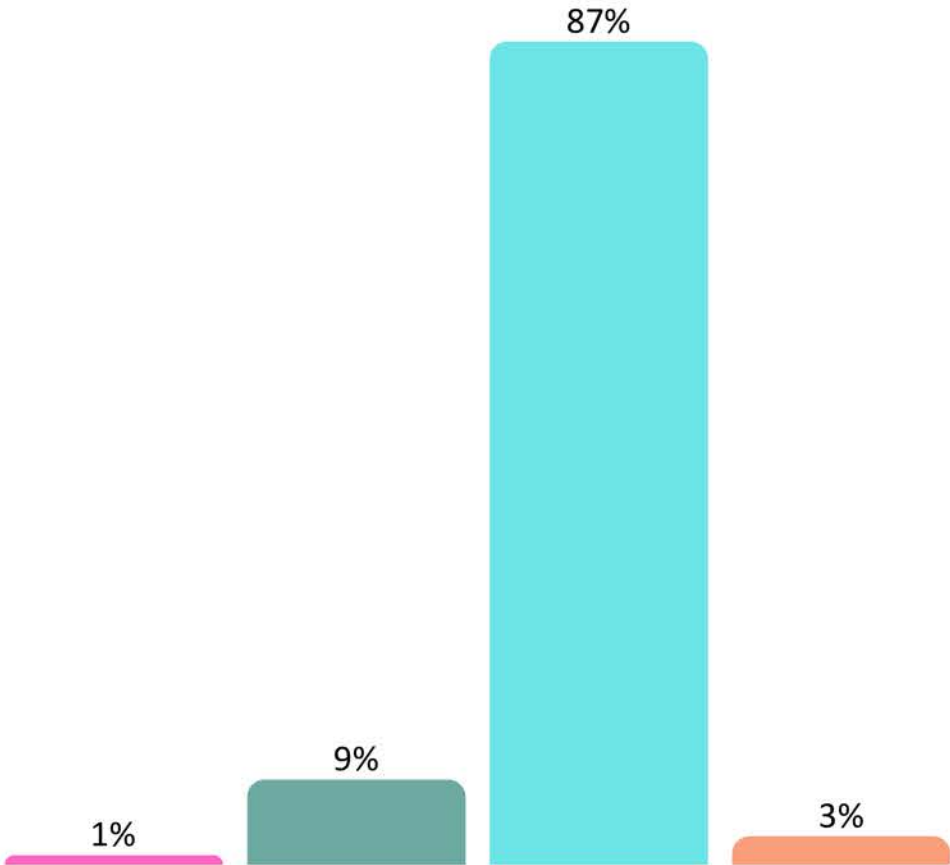
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

	Partner	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Business Support	Total
Yes	4%	6%	7%	13%	17%	10%
No	93%	91%	93%	83%	80%	87%
Prefer not to say	4%	3%	0%	4%	3%	3%



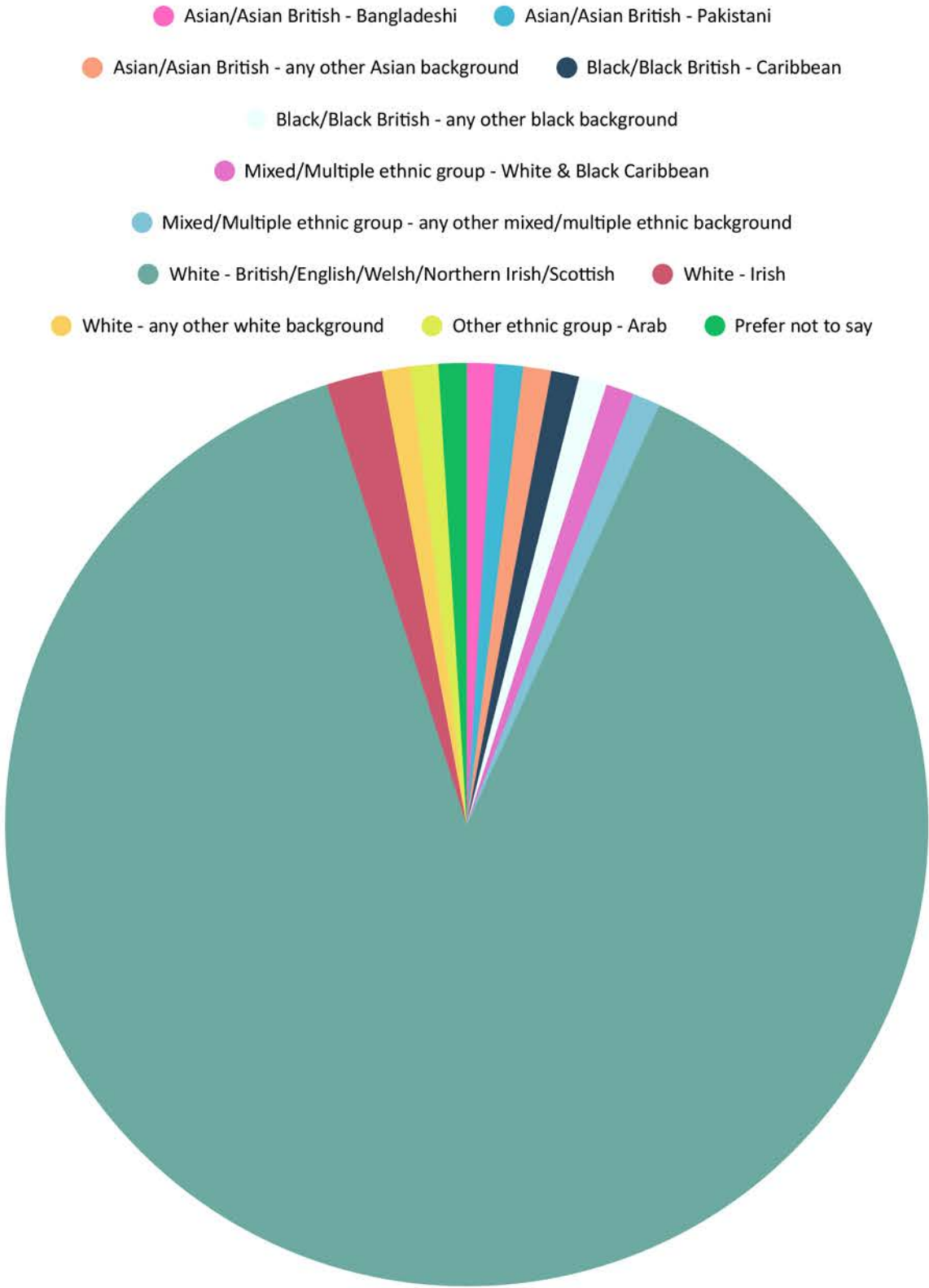
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

	Partner	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Business Support	Total
Yes, limited a lot	4%	0%	4%	0%	0%	1%
Yes, limited a little	0%	6%	4%	17%	14%	9%
No	96%	91%	93%	79%	83%	87%
Prefer not to say	0%	3%	0%	4%	3%	3%



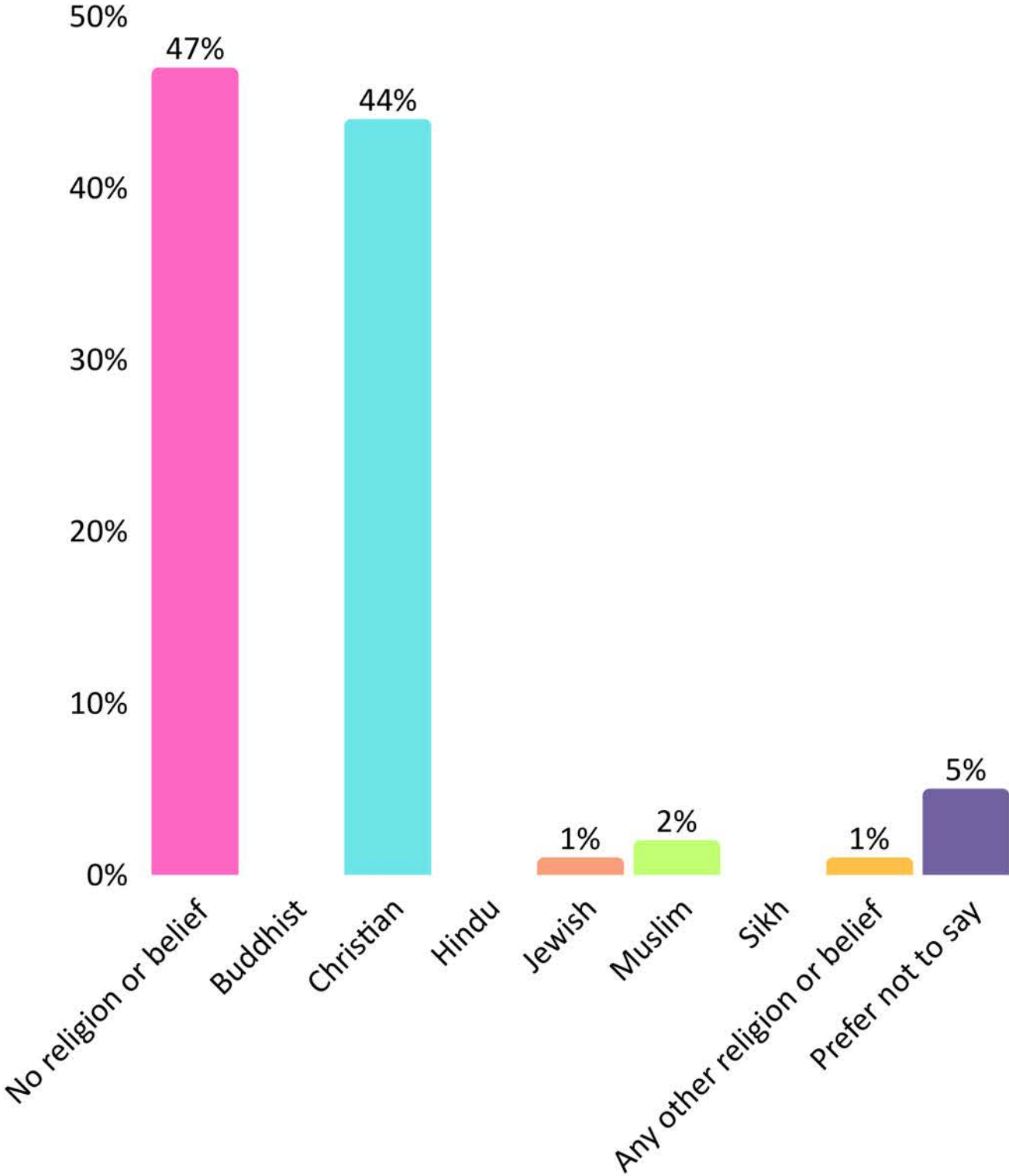
What is your ethnic group?

	Partner	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Business Support	Total
Asian/Asian British - Bangladeshi	0%	0%	4%	0%	0%	1%
Asian/Asian British - Chinese	0%	0%	0%	0%	0%	0%
Asian/Asian British - Indian	0%	0%	0%	0%	0%	0%
Asian/Asian British - Pakistani	0%	0%	0%	4%	0%	1%
Asian/Asian British - any other Asian background	0%	0%	0%	0%	3%	1%
Black/Black British - African	0%	0%	0%	0%	0%	0%
Black/Black British - Caribbean	0%	0%	4%	0%	3%	1%
Black/Black British - any other black background	0%	3%	0%	0%	0%	1%
Mixed/Multiple ethnic group - White & Asian	0%	0%	0%	0%	0%	0%
Mixed/Multiple ethnic group - White & Black African	0%	0%	0%	0%	0%	0%
Mixed/Multiple ethnic group - White & Black Caribbean	0%	0%	0%	4%	0%	1%
Mixed/Multiple ethnic group - any other mixed/multiple ethnic background	4%	0%	0%	0%	0%	1%
White - British/English/Welsh/Northern Irish/Scottish	89%	88%	93%	88%	94%	90%
White - Irish	7%	3%	0%	0%	0%	2%
White - Gypsy or Irish Traveller	0%	0%	0%	0%	0%	0%
White - Roma	0%	0%	0%	0%	0%	0%
White - any other white background	0%	6%	0%	0%	0%	1%
Other ethnic group - Arab	0%	0%	0%	4%	0%	1%
Other ethnic group - any other ethnic group	0%	0%	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	0%	0%	1%



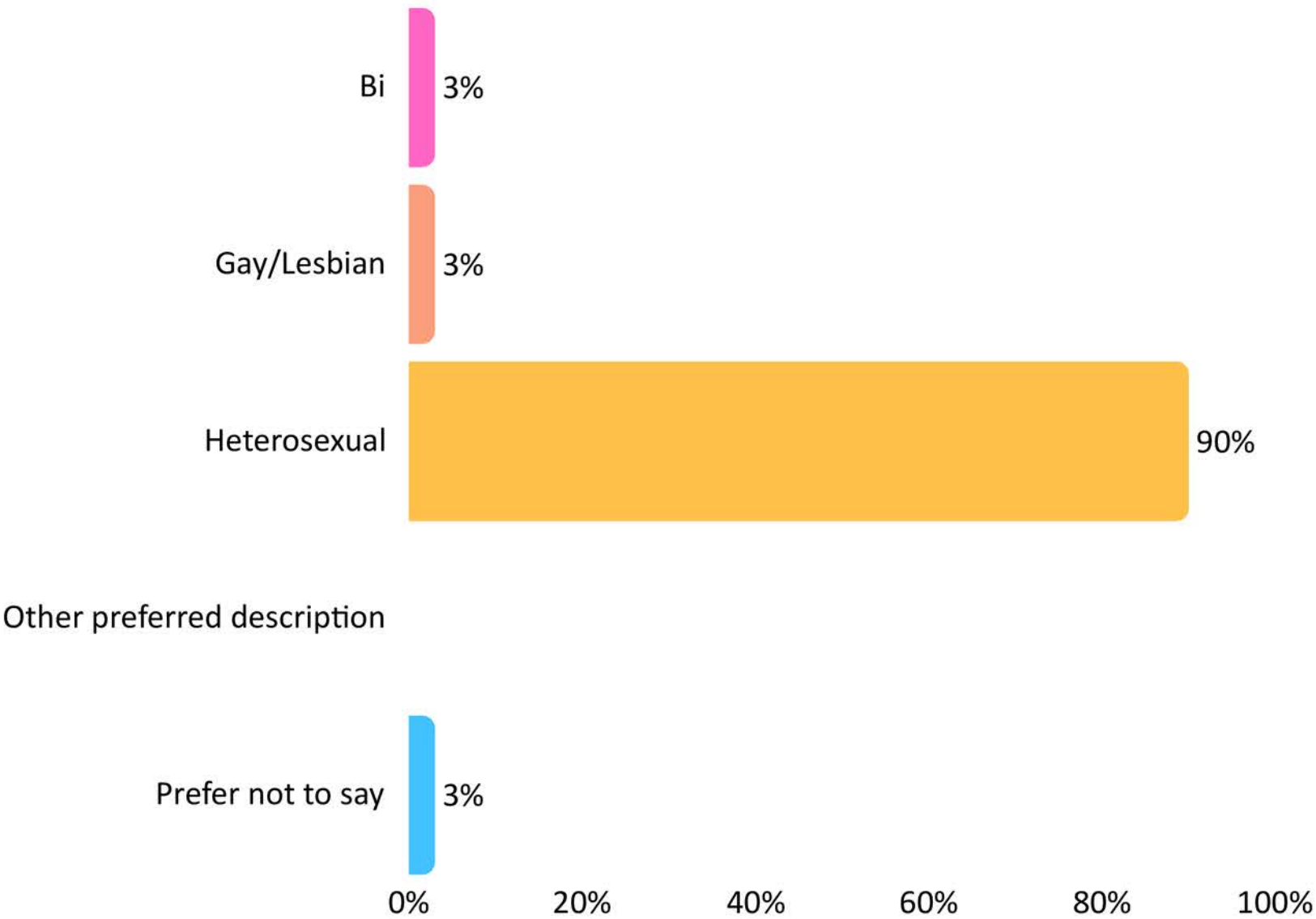
What is your religion or belief?

	Partner	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Business Support	Total
No religion or belief	36%	39%	41%	54%	60%	47%
Buddhist	0%	0%	0%	0%	0%	0%
Christian	61%	55%	48%	33%	29%	44%
Hindu	0%	0%	0%	0%	0%	0%
Jewish	0%	0%	0%	4%	3%	1%
Muslim	0%	0%	4%	8%	0%	2%
Sikh	0%	0%	0%	0%	0%	0%
Any other religion or belief	4%	0%	0%	0%	3%	1%
Prefer not to say	0%	6%	7%	0%	6%	5%



What is your sexual orientation?

	Partner	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Business Support	Total
Bi	0%	0%	11%	0%	3%	3%
Gay/Lesbian	4%	0%	7%	4%	3%	3%
Heterosexual	93%	97%	78%	92%	94%	90%
Other preferred description	0%	0%	0%	0%	0%	0%
Prefer not to say	4%	3%	4%	4%	0%	3%



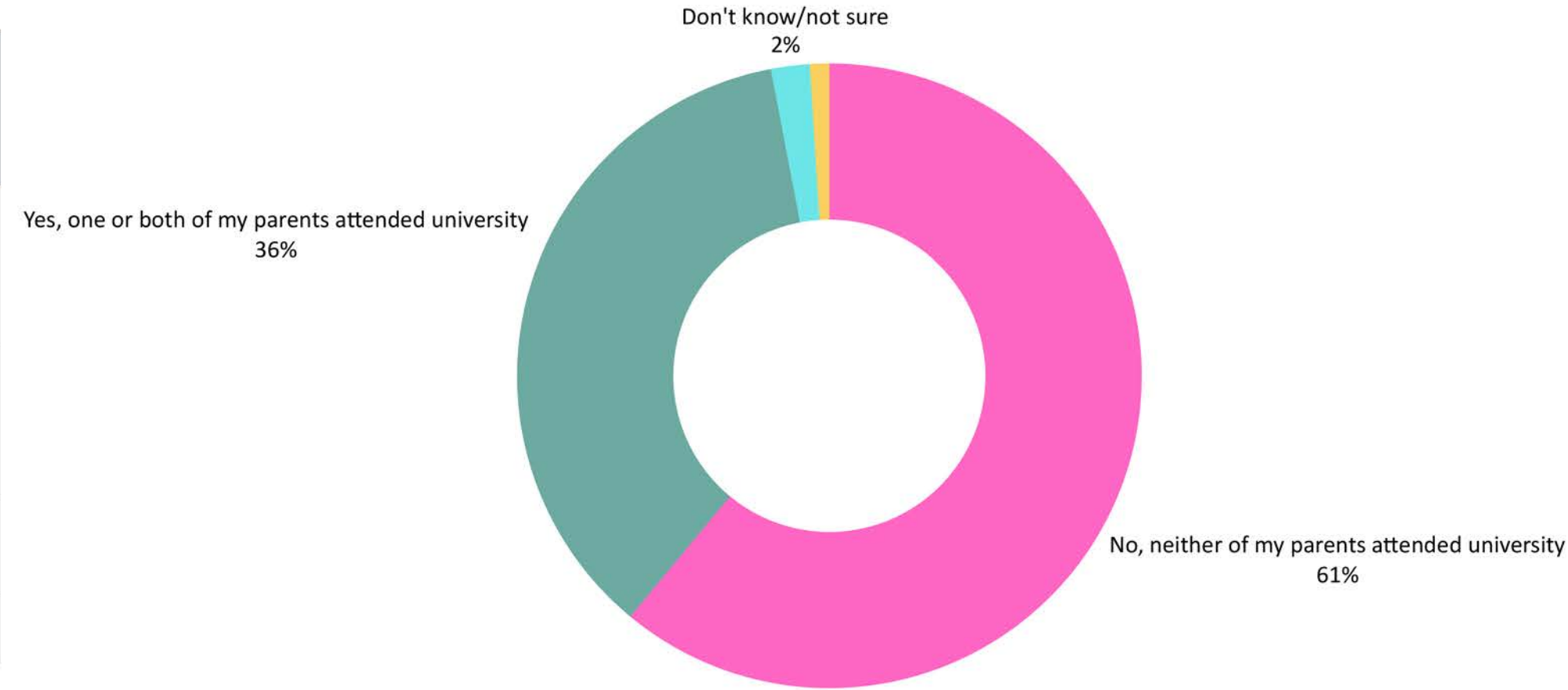
What type of school did you attend for the most time between the ages of 11 and 16?

	Partner	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Business Support	Total
State-run or state-funded school (selective on academic, faith or other grounds)	25%	21%	15%	13%	9%	16%
State-run or state-funded school (non-selective)	43%	52%	78%	79%	86%	67%
Independent / fee-paying school where I received no bursary or a bursary covering less than 90% or more of my tuition	25%	18%	4%	4%	3%	11%
Independent/fee-paying school where I received a bursary covering 90% or more of my tuition	4%	3%	0%	4%	0%	2%
Attended school outside the UK	0%	6%	0%	0%	3%	2%
Don't know/not sure	0%	0%	0%	0%	0%	0%
Prefer not to say	4%	0%	4%	0%	0%	2%



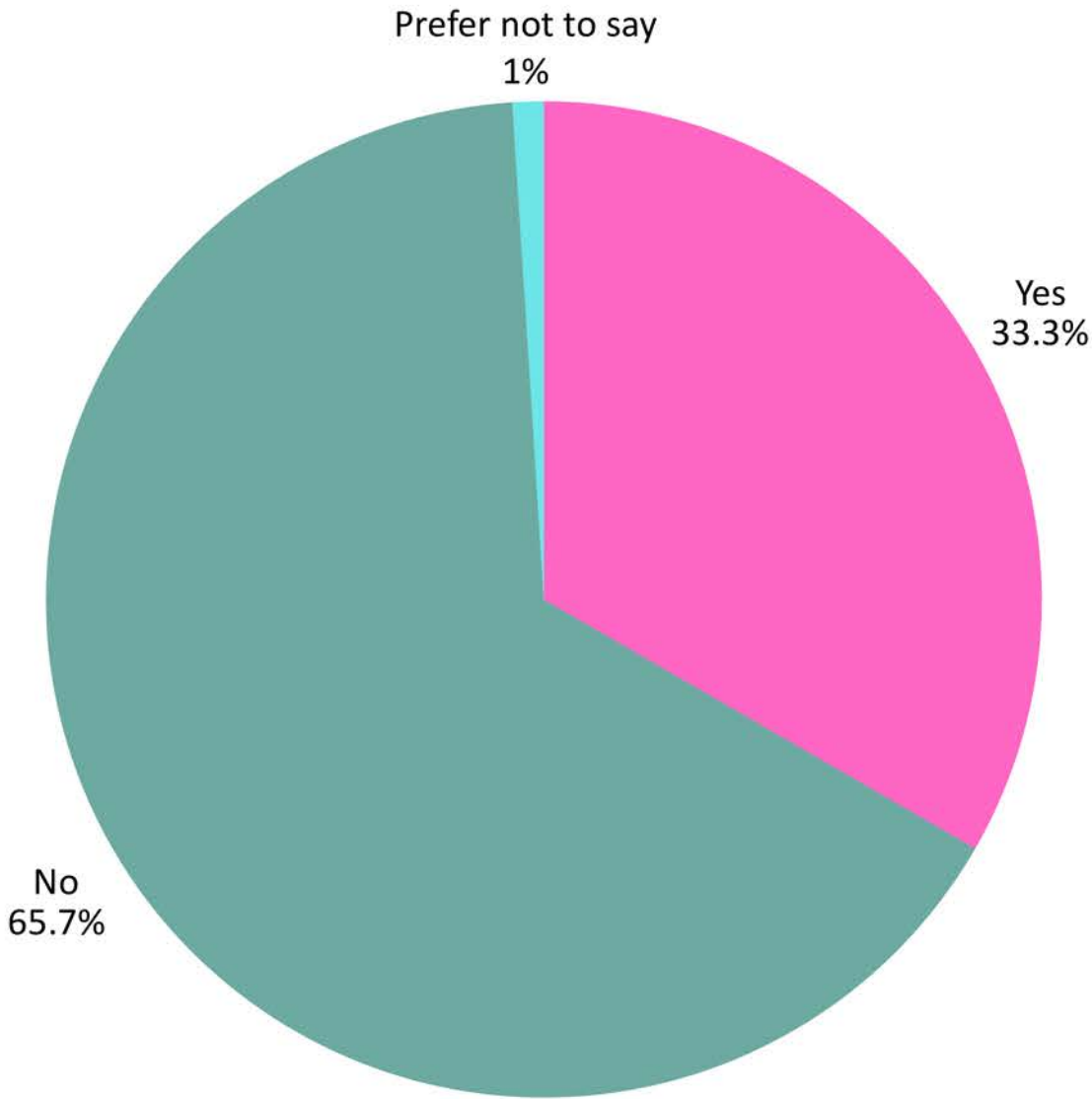
Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

	Partner	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Business Support	Total
No, neither of my parents attended university	71%	30%	56%	71%	77%	61%
Yes, one or both of my parents attended university	29%	70%	41%	25%	17%	36%
Don't know/not sure	0%	0%	0%	4%	6%	2%
Prefer not to say	0%	0%	4%	0%	0%	1%



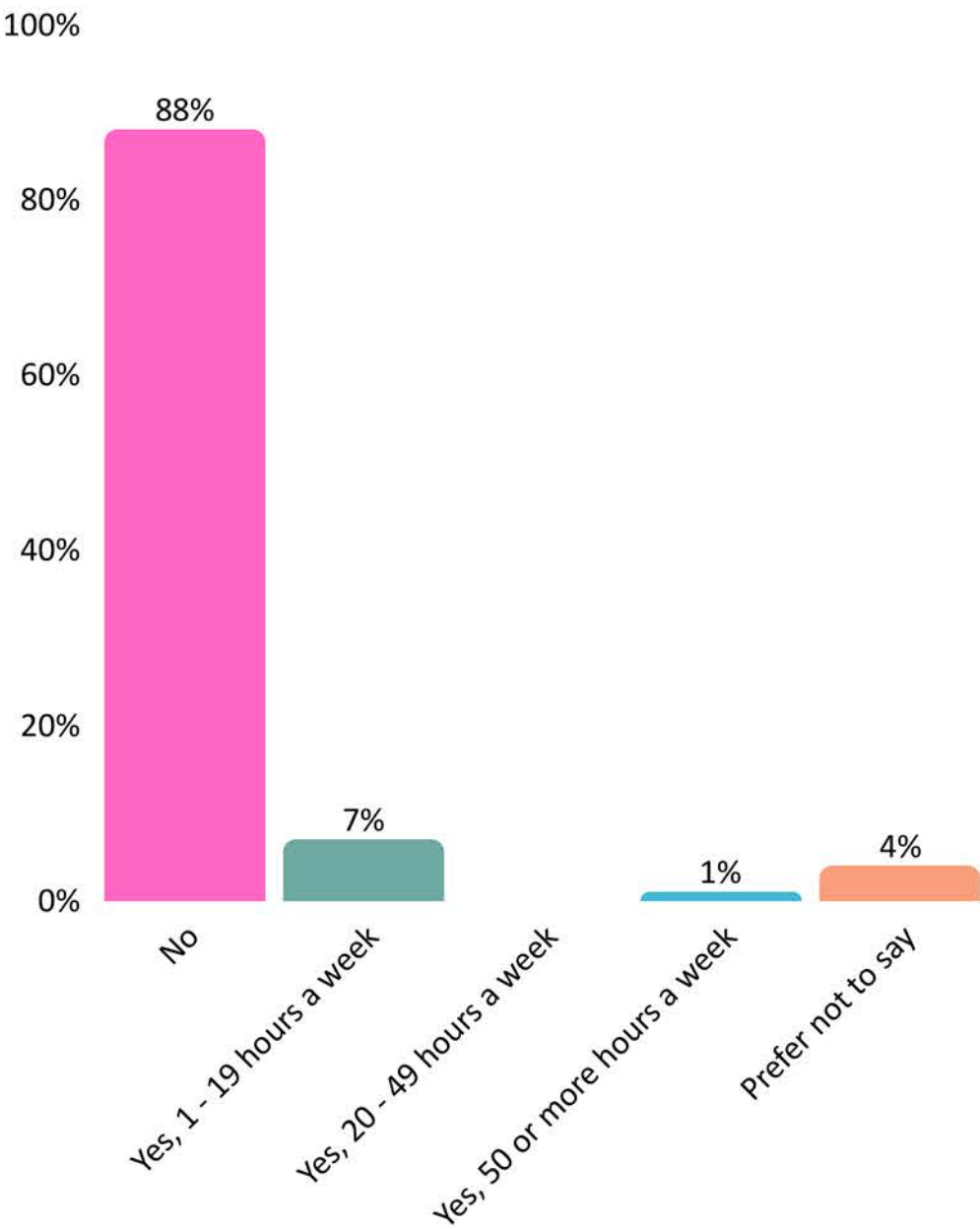
Are you a primary carer for a child or children under 18?

	Partner	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Business Support	Total
Yes	54%	45%	26%	17%	23%	33%
No	46%	52%	74%	83%	77%	65%
Prefer not to say	0%	3%	0%	0%	0%	1%



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)?

	Partner	Solicitors	Other Legal Professionals	Secretarial & Administrative Support	Business Support	Total
No	96%	88%	85%	88%	89%	88%
Yes, 1 - 19 hours a week	0%	9%	7%	13%	9%	7%
Yes, 20 - 49 hours a week	0%	0%	0%	0%	0%	0%
Yes, 50 or more hours a week	0%	0%	4%	0%	0%	1%
Prefer not to say	4%	3%	4%	0%	3%	4%



Wrigleys Solicitors LLP

www.wrigleys.co.uk

Rotterdam House, 116 Quayside,
Newcastle Upon Tyne, NE1 3DY
t: 0191 206 4105

3rd floor, 3 Wellington Place,
Leeds, LS1 4AP
t: 0113 244 6100

Derwent House, 150 Arundel Gate,
Sheffield, S1 2FN
t: 0114 267 5588

Wrigleys Solicitors LLP is a Limited Liability Partnership registered in England number OC318186 and is authorised and regulated by the Solicitors Regulation Authority and Financial Conduct Authority.

WRIGLEYS
— SOLICITORS —