

Diversity Statement

Simpson Wreford LLP is firmly committed to promoting the principles of equality and diversity in all its dealings with its clients, employees, associates and job applicants.

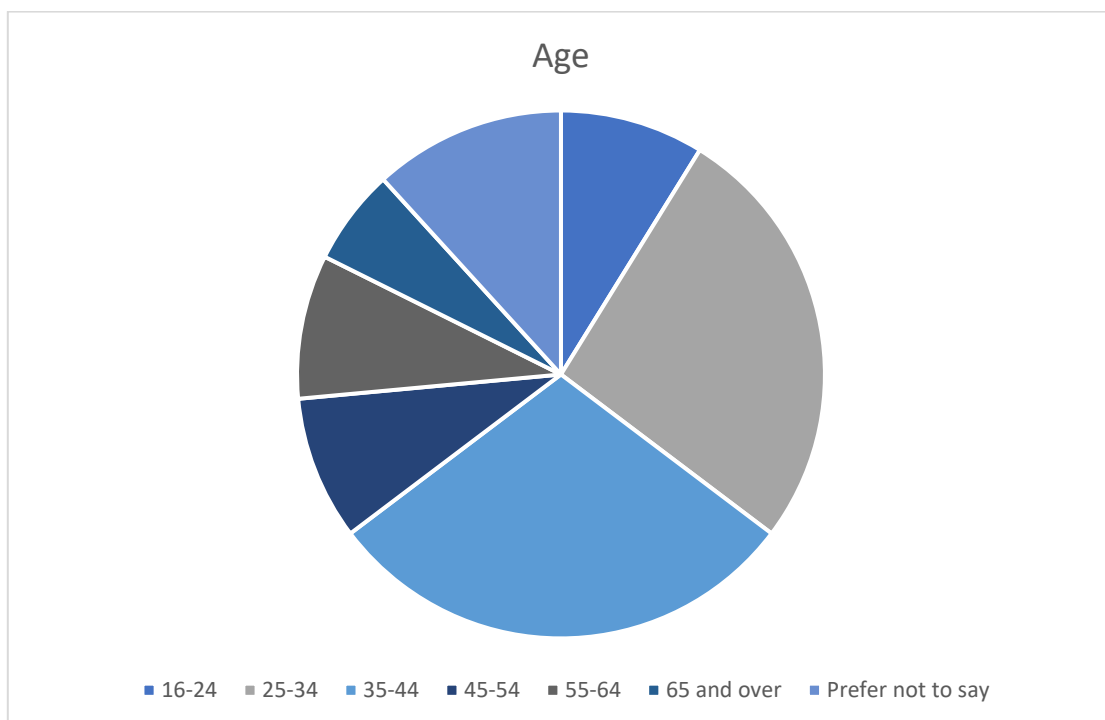
Simpson Wreford LLP wholeheartedly supports the principles of equal opportunities and we seek to ensure that the company respects and includes everyone and that no one is treated less favourably on the grounds of gender, gender reassignment, sexual orientation, marital/civil partnership status, pregnancy/maternity, religion, religious belief, age, disability or race (which includes colour, nationality, ethnic or national origins).

Simpson Wreford LLP also recognises the benefits of a diverse workforce and is committed to providing a working environment that is free from any form of discrimination and victimisation on any grounds.

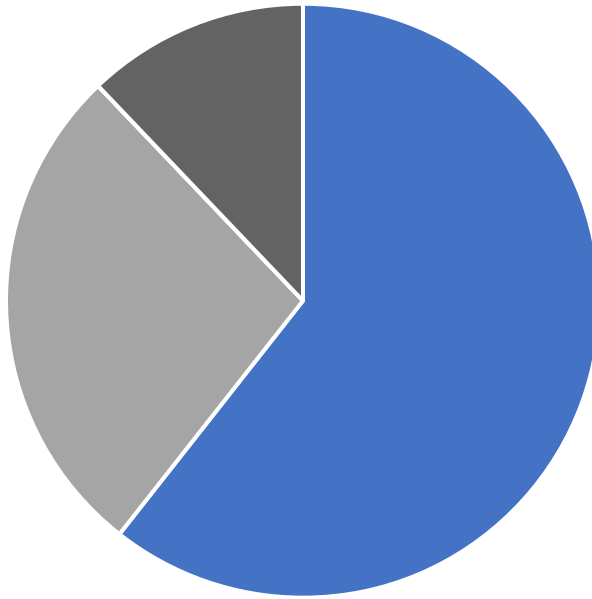
Any form of discrimination or victimisation is neither acceptable nor tolerable. Simpson Wreford LLP will treat seriously all complaints of discrimination or victimisation made by anybody and will take action where appropriate.

All employees and those who act on Simpson Wreford LLP's behalf are required to adhere to this statement when undertaking their duties or when representing Simpson Wreford LLP in any other guise.

Every two years we monitor the diversity profile of our people using an anonymous questionnaire, where information in relation to qualification, age, gender, disability, ethnicity, faith, sexual orientation, socio-economic background, social mobility, caring responsibilities, marital status and maternity/paternity considerations is recorded. Data in relation to this information is disclosed to the ICAEW and a summary of our most recent review, completed in 2023, is as follows.

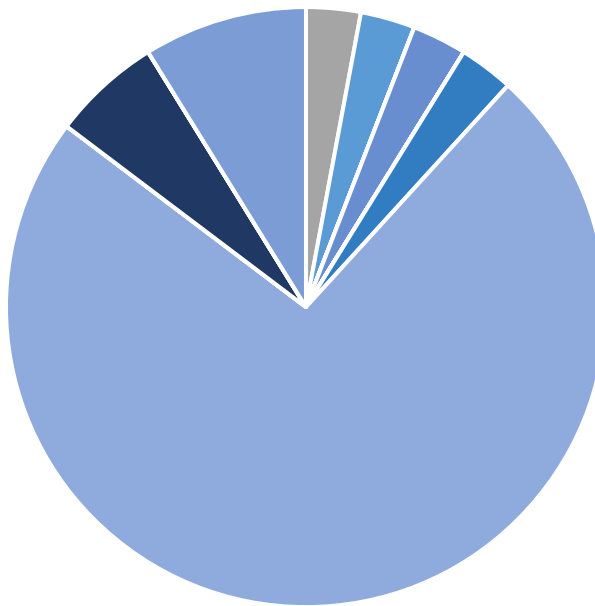


Gender



■ A woman ■ A man ■ Non-binary ■ In some other way / self-describe ■ Prefer not to say

Ethnic Group



■ Bangladeshi	■ Chinese
■ Indian	■ Pakistani
■ Other Asian	■ African
■ Caribbean	■ Any other Black/African/Caribbean/Black British
■ White and Asian	■ White and Black African
■ White and Black Caribbean	■ Other mixed/multiple ethnic background
■ British/English/Welsh/Northern Irish/Scottish	■ Irish
■ Gypsy or Irish Traveller	■ Any other White background
■ Arab	■ Other ethnic group
■ Prefer not to say	