

MemeryCrystal

rosenblatt

Equality and Diversity Report

July 2023

Diversity Statistics Overview

Memery Crystal and Rosenblatt are committed to promoting diversity in relation to all members of both firms, clients and job applicants, as well as recognising the importance of equal treatment and fairness. Our aim is to encourage value and manage diversity to provide equality for all and to attain a workforce which is representative of the communities from which it is drawn.

We ensure that all our people are employed, trained, compensated, seconded and promoted solely on the strength of their ability, qualifications, experience and merit. As part of our values we aim to be an inclusive employer by promoting individuality, and providing a friendly and supportive approach to all members of our team and our clients. We wish to accommodate the requirements of people's religions, cultures and responsibilities.

Our Equal Opportunities and Diversity Policies are monitored and reviewed by the Company's Diversity and Inclusion Committee, which includes members from every department. The role of the committee is also to discuss how our values are working in practice across the Company and receives feedback from the Company including Partners, Fee-earners, Trainees, Secretaries and Business Services.

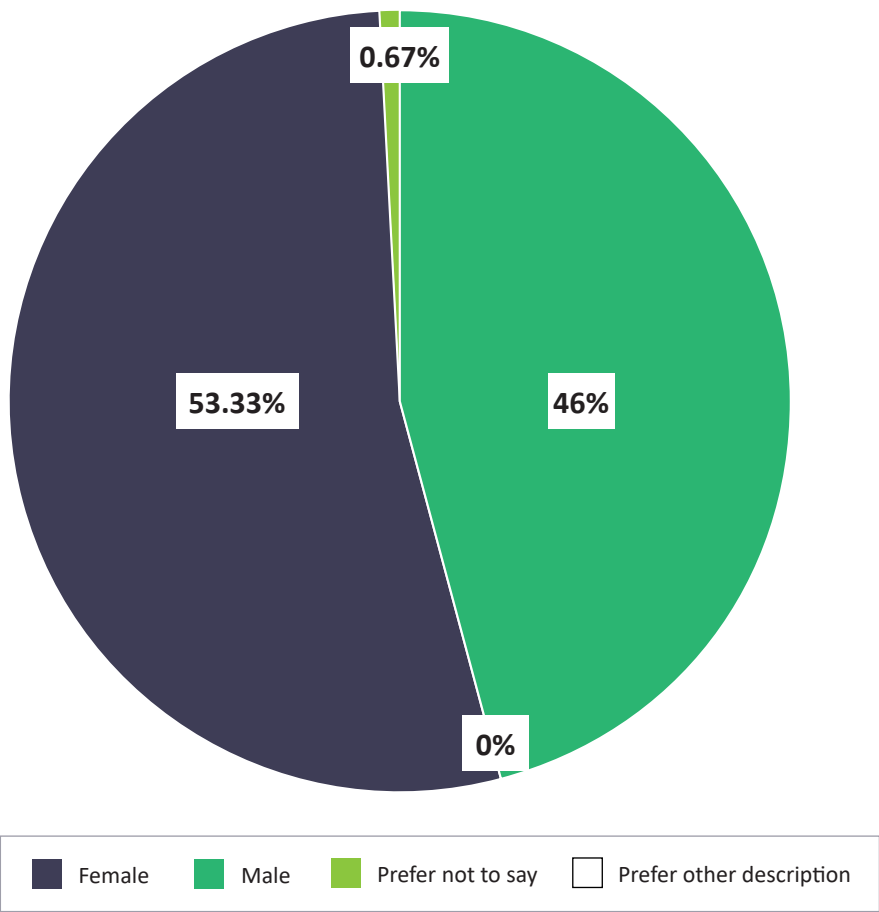
We also monitor the diversity of our workforce through questionnaires which all members of the firm have completed, and are given to each new member of the firm.

As part of the Solicitors Regulation Authority diversity data collection, we also conduct an annual firm wide survey, which collates information from all individuals within the firm on a voluntary basis.

Ranked as leading law firm by:

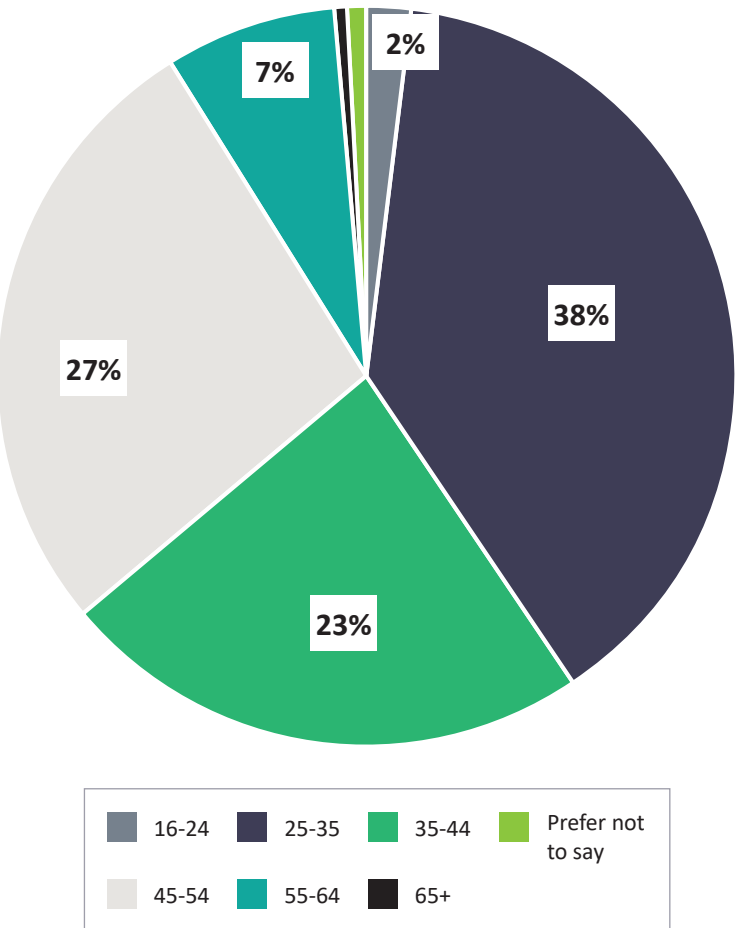


Gender



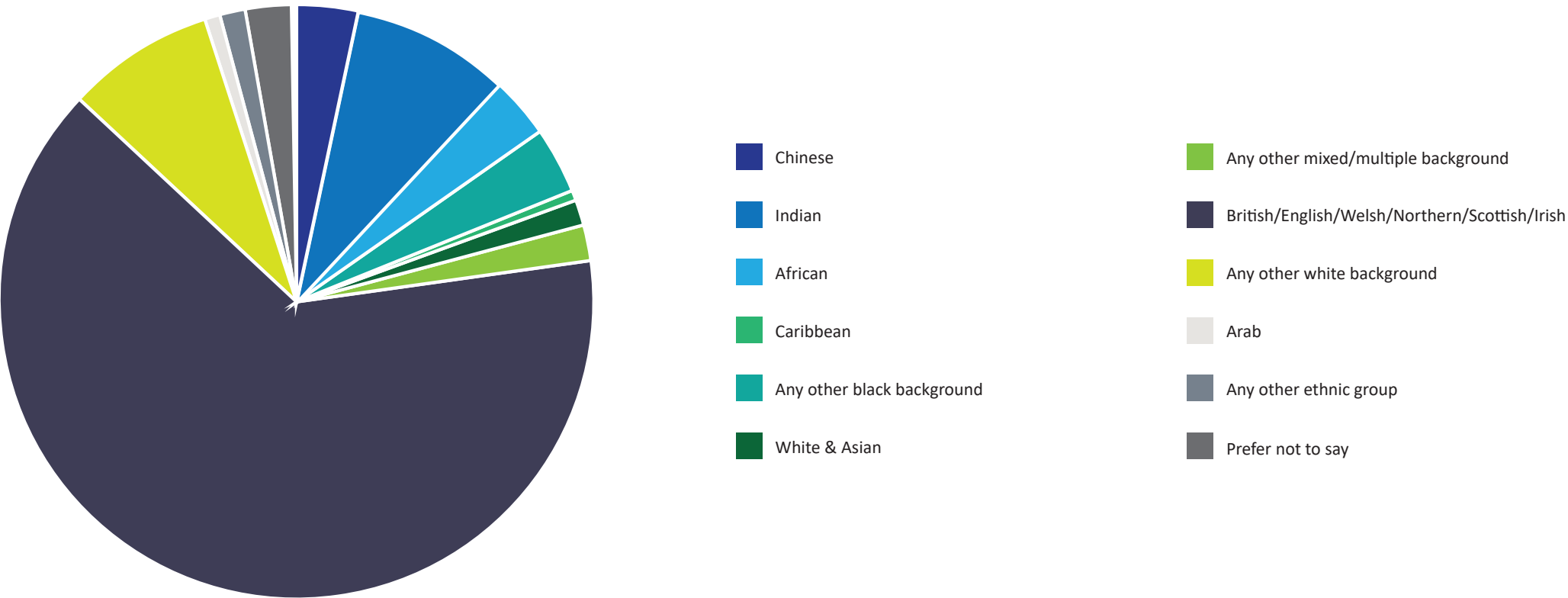
Gender	Male	Female
Partner/Consultant	76.47%	23.53%
Solicitor	49.02%	50.98%
Other Fee-earning role	50%	50%
Role supporting Fee-earners	0%	100%
Managerial role	75%	25%
Business services	36.84%	63.16%

Age



Age	Partner/ Consultant	Solicitor	Other fee- earning role	Role supporting fee-earners	Managerial Role	Business Services
16 - 24	0%	0%	6.25%	0%	0%	10%
25 - 34	0%	61%	93.75%	8.3%	0%	30%
35 - 44	35.29%	24%	0%	29.2%	25%	20%
45 - 54	44.12%	12%	0%	41%	75%	40%
55 - 64	20.59%	2%	0%	17.4%	0%	0%
65+	0%	0%	0%	4.2%	0%	0%
Prefer not to say	0%	2%	0%	0%	0%	0%

Ethnicity



Ethnicity by role category

Ethnicity	Partner/ Consultant	Solicitor	Other fee-earning role	Role supporting fee-earners	Managerial Role	Business Services
Chinese	0%	12.1%	6.7%	0%	0%	0%
Indian	6.5%	7.5%	26.7%	8.3%	0%	6.7%
African	0%	3.8%	6.7%	0%	14.3%	6.7%
Caribbean	0%	0%	0%	20.8%	0%	0%
Any other black background	0%	0%	0%	0%	0%	6.7%
White & Asian	0%	1.9%	6.7%	0%	0%	0%
Any other mixed/multiple background	1.9%	3.2%	0%	4.2%	0%	0%
British/English/Welsh/Northern/Irish/Scottish	77.4%	60.2%	46.7%	58.3%	85.7%	60.0%
Any other white background	9.7%	7.5%	0%	8.3%	0%	20.0%
Arab	0%	1.9%	0%	0%	0%	0%
Any other ethnic group	0%	1.9%	6.7%	0%	0%	0%
Prefer not to say	4.6%	0%	0%	0%	0%	0%

Notes

Please note:

- Data is current as at July 2023.
- Data has been rounded to the nearest percent and therefore the total may be more or less than 100%.
- The data concerning gender, age and ethnic origin has been derived from the HR database and SRA Diversity forms.

MemeryCrystal

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Memery Crystal is a trading name of RBG Legal Services Limited, a company registered in England and Wales (with company number 13287062) and which is authorised and regulated by the Solicitors Regulation Authority under SRA No. 820215. A list of the directors of RBG Legal Services Limited, together with a list of those persons who are designated as partners of Memery Crystal, is available for inspection at the registered office of the company at 165 Fleet Street, London EC4A 2DY.

Memery Crystal uses the word “partner” to refer to a senior employee or consultant. However, Memery Crystal is not a partnership and the use of the term “partner” does not create or imply a partnership amongst or between any of its employees or consultants.

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