

## APPENDIX 2



### BATES WELLS & BRAITHWAITE LONDON LLP

#### Equality & Diversity Policy

BWB is an equal opportunities employer. It is committed to providing equal opportunities in the recruitment, training and promotion of employees and to eliminating unlawful discrimination in the workplace whether on the grounds of disability, gender, transgender, sexual orientation, marital status, race, colour, age, religion or belief, national or ethnic origin or fixed-term or part-time employment status or similar. We base our policy and procedures on legislation, and subscribe to the acts and regulations as detailed below.

It is the policy of BWB to ensure that decisions about recruitment and progression within employment are made solely by the application of objective criteria and individual merit. Furthermore, no applicant or employee will be placed at a disadvantage or treated less favourably by provisions, criteria or practices that have a disadvantageous effect on persons of that disability, gender, transgender, sexual orientation, marital status, race, colour, age, religion, national or ethnic origin or similar, which cannot be shown to be necessary.

BWB will at all times make reasonable adjustments to accommodate any applicant or employee with a disability.

BWB's objective is to attract and retain suitably qualified individuals or those who are able to develop sufficiently to undertake assignments within BWB by virtue of job related standards of education, training, experience or personal qualifications. We will monitor the composition of our applicant pool to ensure that balance is achieved in our recruitment activities and that illegal preference is not applied.

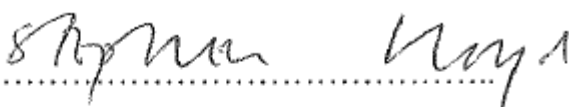
BWB is equally committed to ensure that no harassment or discrimination at work is overlooked or condoned. Harassment can take many forms. Single or continued acts may constitute harassment or discrimination (direct or indirect) and will be considered as a serious disciplinary matter. Any action in breach of this policy will be subject to disciplinary procedure and, in serious cases, may constitute gross misconduct, possibly amounting to dismissal.

If any individual believes he or she has been treated inconsistently with this policy, he or she should raise a grievance under the grievance procedure of the staff manual. (Section 2.22).

Any individual within the firm is requested to talk to a Partner if he or she considers the firm is breaching this policy in any way so that the Partners can take appropriate steps to correct the situation and/or prevent its recurrence.

We are implementing further procedures to ensure that the consideration and behaviour that we expect of our staff is extended to and by our clients, suppliers and other stakeholders and contacts. The result of failure to address issues or episodes in breach of these policies by these parties may lead to sanction of these parties.

This policy is reviewed at least annually.

Signed ..... 

**Stephen Lloyd**  
**Senior Partner**

Date ..... 2.7.11 .....

### **Relevant Legislation**

#### **Acts of Parliament**

Equal Pay Act 1970  
Sex Discrimination Act 1975  
Race Relations Act 1976  
Disability Discrimination Act 1995  
Human Rights Act 1998  
Race Relations (Amendment) Act 2000  
Civil Partnership Act 2004  
Disability Discrimination Act 2005  
Equality Act 2006 Equality Act 2010

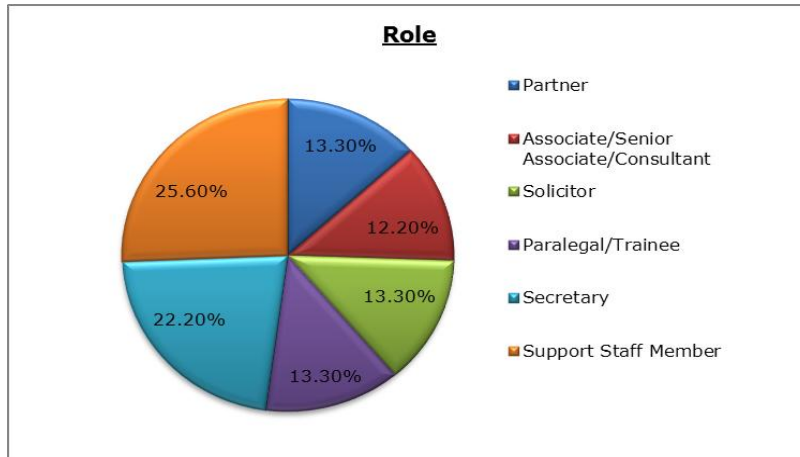
#### **Regulations**

Sex Discrimination (Gender Reassignment) Regulations 1999  
Race Relations Act 1976 (Amendment) Regulations 2003  
Equal Pay Act (EPA) 1970 (Amendment) Regulations 2003  
Employment Equality (Sexual Orientation) Regulations 2003  
Employment Equality (Religion or Belief) Regulations 2003  
Employment Equality (Sex Discrimination) Regulations 2005  
Employment Equality (Age) Regulations 2006

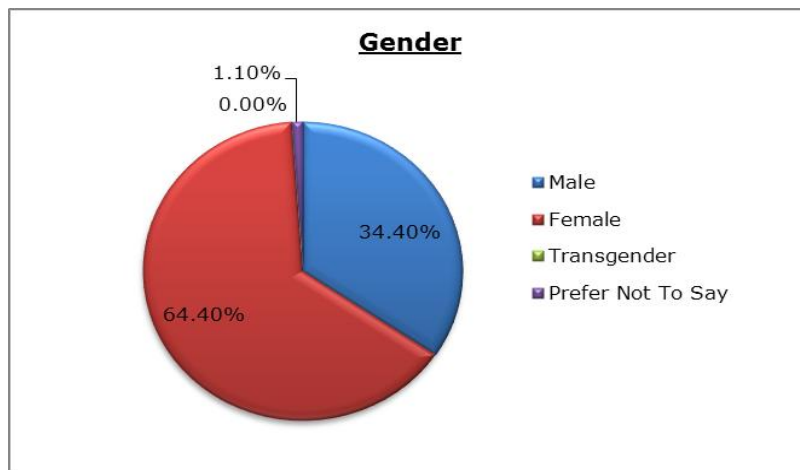
**APPENDIX 3**

**BWB Diversity Charts: 2012**

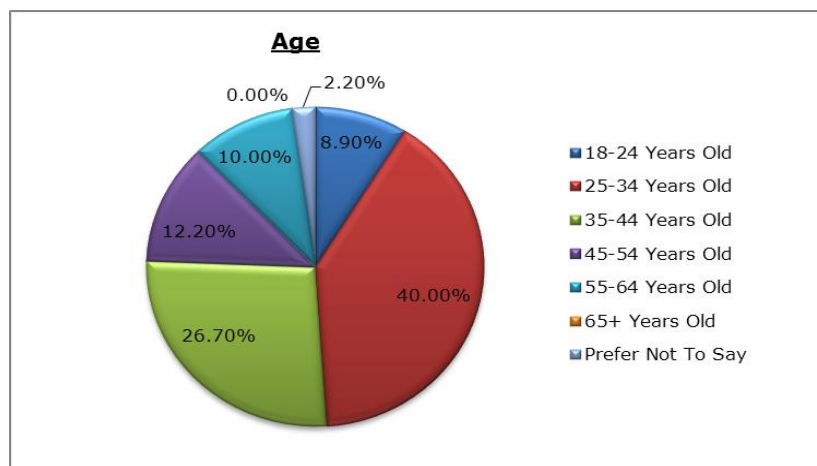
**Role**



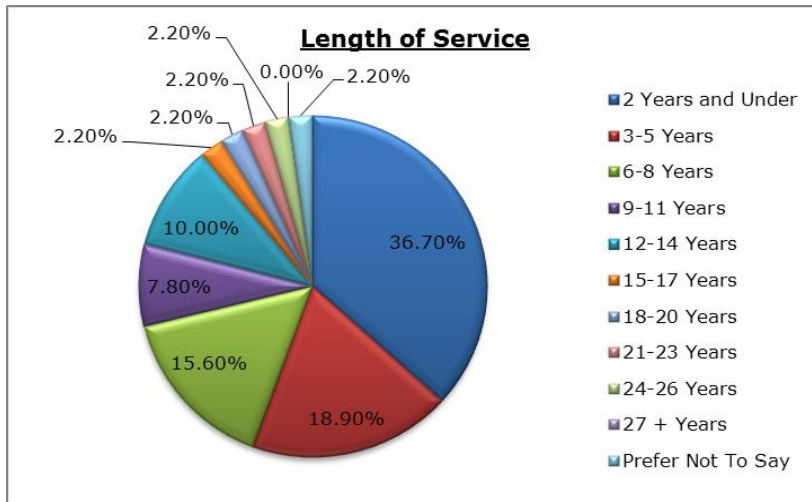
**Gender**



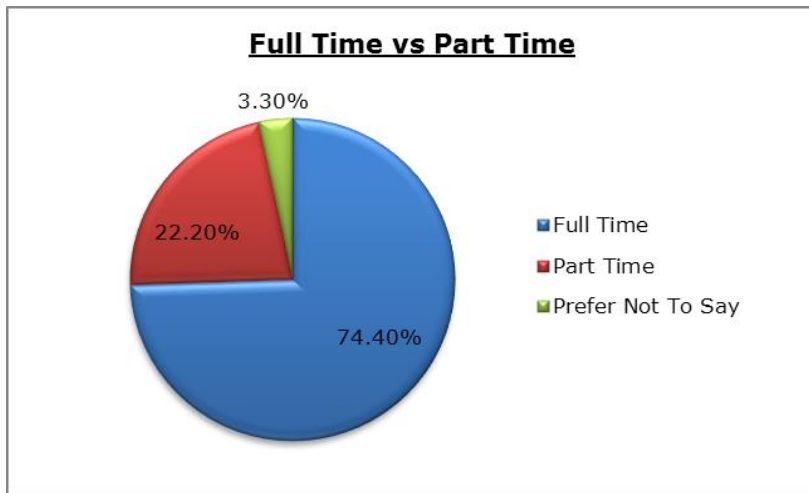
**Age**



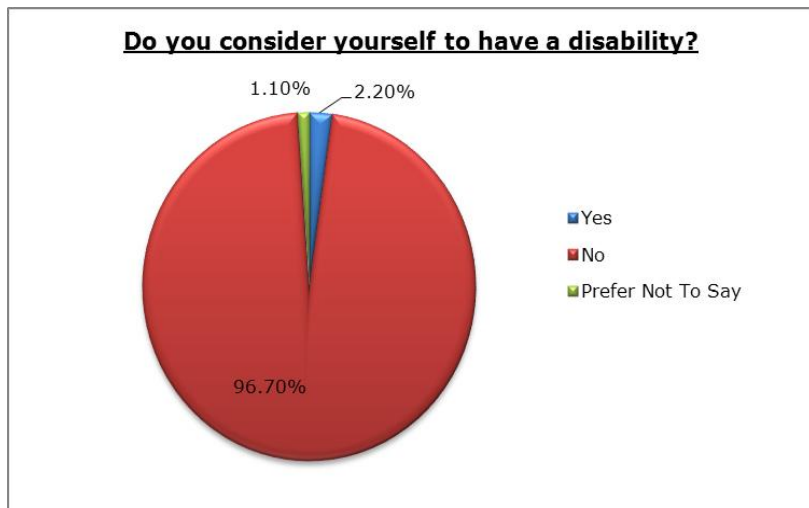
### Length of Service



### Working Pattern



### Disability



\* The Equality Act 2010 defines disability as: 'a physical or mental impairment which has a substantial and long term effect on a person's ability to carry out normal day to day activities'

## Ethnicity

Backgrounds Selected	Response Percent	ResponseCount
Asian Bangladeshi	0.00%	0
Asian Pakistani	2.20%	2
Asian Other	0.00%	0
Indian	5.60%	5
Black African	1.10%	1
Black Caribbean	2.20%	2
Black Other	0.00%	0
Chinese	2.20%	2
Japanese	0.00%	0
Malaysian	0.00%	0
Sri Lankan	0.00%	0
Oriental Other	0.00%	0
Arabic	0.00%	0
White English	65.60%	59
White Irish	3.30%	3
White Scottish	0.00%	0
White Welsh	4.40%	4
White Other	8.90%	8
White & Black African	0.00%	0
White & Black Caribbean	0.00%	0
White & Asian	0.00%	0
White & Other	3.30%	3
Prefer Not To Say	1.10%	1

Please note that of the 90 responses above, 7 staff members selected the 'other' option as well and listed the following as their ethnic backgrounds:

Other Backgrounds Listed	Response Percent	Response Count
White & Chinese	1.10%	1
White & Native American	1.10%	1
White British	2.20%	2
Australian	1.10%	1
American	1.10%	1
Iranian	1.10%	1

## Religion

Religion	Response Percent	Response Count
Atheist	12.20%	11
Buddhist	0.00%	0
Catholic	7.80%	7
Church of England	35.60%	32
Hindu	3.30%	3
Jewish	2.20%	2
Muslim	1.10%	1
Sikh	1.10%	1
None	31.10%	28
Prefer Not To Say	5.60%	5

Please note that of the 90 responses above, 8 staff members selected the ‘other’ option as well and listed the following as their ethnic backgrounds:

Other Religions	Response Percent	Response Count
Christian	3.30%	3
Non-practising Christian	3.30%	3
Christian Scientist and Quaker mixture	1.10%	1
Agnostic	1.10%	1

## Sexual Orientation

