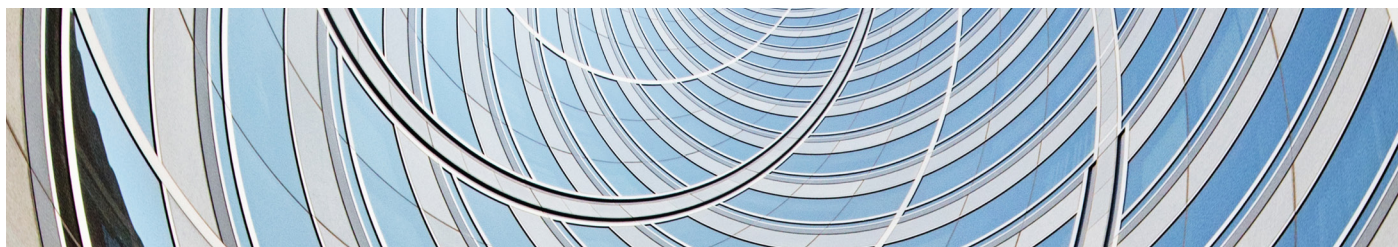


Diversity Questionnaire Results

V&E London Office



Law firms regulated by the Solicitors Regulation Authority (SRA) are required to collect, report and publish workforce diversity data annually. Below you will find aggregated data of the responses received from the lawyers and staff in Vinson & Elkins' London office.

As one of the world's largest international law firms, Vinson & Elkins has both an opportunity and a responsibility to maintain a culture that respects and encourages the diverse backgrounds and perspectives of our lawyers and staff. Vinson & Elkins is proud of its commitment to diversity, and our firm is dedicated to providing an inclusive workplace, free from discrimination and harassment.

Diversity Questions (Protected Characteristics Under the Equality Act 2010)

Age (Respondents' Current Age in Years)	
16-24	1%
25-34	42%
35-44	29%
45-54	16%
55-64	8%
65+	2%
Prefer Not to Say	2%

Gender	
Female	57%
Male	40%
Prefer Not to Say	3%

Sexual Orientation	
Heterosexual / Straight	91%
LGBT	2%
Prefer Not to Say	7%

Ethnic Group	
Asian / Asian British	4%
Black / Black British	2%
Mixed / Multiple Ethnic Groups	3%
White	77%
Other Ethnic Group	2%
Prefer Not to Say	5%

Disability	
Yes	0%
No	97%
Prefer Not to Say	3%

(The Equality Act generally 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.)

Per SRA guidelines, data collected by Vinson & Elkins RLLP as of 1 August 2019.

Diversity Questions (Protected Characteristics Under the Equality Act 2010)

Role Categories	
Solicitor (sole practitioner, partner, member or director) - Members or directors who are not solicitors should be recorded in the 'Managerial Role' category below.	19%
Solicitor - All other practising solicitors including assistant solicitors, associates or consultants. Includes Registered European Lawyers and Registered Foreign Lawyers.	41%
Other fee earning role - Includes fee earners such as trainee solicitors, legal executives (who are not chartered or a fellow) and paralegals ie those who are not 'authorised persons.'	9%
Role directly supporting a fee earner - Includes legal secretaries, administrators, legal assistants, or non fee earning paralegals.	15%
Managerial Role - Includes non lawyer managers, directors, or members and others such as practice managers, finance or account managers etc.	7%
IT/HR/other corporate services role - Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	7%
Prefer not to say	2%

Socio-Economic Background (Education) and Caring Responsibilities

What type of school did you mainly attend between the ages of 11-16?	
UK State School (selective on academic, faith, or other grounds)	17%
UK State School (non-selective)	24%
UK Independent / Fee-Paying School (bursary)	7%
UK Independent / Fee-Paying School (no bursary)	16%
Attended School Outside the UK	31%
Other	1%
Prefer Not to Say	4%

(Respondents who changed their type of school, or were partly educated in the UK and partly outside, selected the category that applied to their main place of education in the last two years of their education.)

Primary Carer for a Child / Children Under 18	
Yes	28%
No	70%
Prefer Not to Say	2%

(Activities as part of paid employment not included.)

What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?	
At least one has a degree level qualification	58%
Qualifications below degree level	21%
No formal qualifications	7%
Don't Know	9%
Not Applicable	1%
Prefer Not to Say	4%

Look after or give support to family members, friends, neighbours, or others because of long-term physical or mentally-ill health / disability, or problems related to old age	
Yes, 1-19 Hours Per Week	2%
No	96%
Prefer Not to Say	2%

All figures are rounded so the total in any category may not be 100%.