

We are pleased to publish Watson Farley & Williams' Diversity Statistics 2025.

In today's dynamic world, diversity and inclusion remains central to our business strategy, essential for attracting, retaining and nurturing top talent in a highly competitive market.

A focus of our five-year strategy is to ensure the long-term sustainability of our firm by continuing to develop a culture of diversity, empathy, fairness and inclusiveness. We also aim to create transparent career paths and opportunities for all, empowering our people to develop, voice their opinions and achieve their career aspirations within the firm.

We believe that a supportive working environment benefits not only our people but also our clients, who depend on us for innovative solutions to their most complex challenges. Collaboration and innovation are key to our success and we strive to foster these values throughout the firm. Therefore, we are committed to developing a diverse pipeline of talent.

Our data shows continued progress in broadening representation across the firm and we are pleased with the improvements made since our last report in 2023. However, like many firms, we recognise that there is more to do to ensure we retain and develop our diverse talent into more senior roles, including through to the Partnership.

Through our Global Diversity & Inclusion Strategy, we are taking action to further our inclusive working environment and ensure everyone at our firm can reach their full potential. More information on the steps we are taking can be found on our [website](#).




GEORGE PALEOKRASSAS
SENIOR PARTNER




LINDSEY KEEBLE
MANAGING PARTNER

REPORTING CATEGORIES

- **Partner:** All participating equity partners and variable share partners.
- **Solicitor (not a Partner):** All participating senior associates, associates, of counsel and consultants.
- **Other fee earning role:** All participating trainees, professional support lawyers and paralegals.
- **Business Functions/Secretaries:** All participating Business Functions employees and secretaries.

NOTES

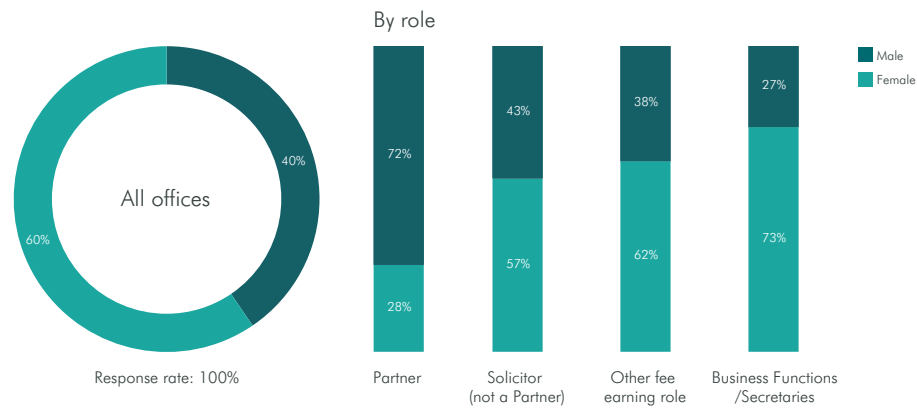
- The London office diversity statistics provided within this report reflect data provided by Watson Farley & Williams partners and employees in our London office as at June 2025. Response rates for individual categories are included beneath each chart.
- In some cases, charts may not add up to 100% due to rounding.
- Where response rates are low, office-wide data has been shared to ensure individuals' personal and sensitive information remains confidential.

WFW DIVERSITY STATISTICS 2025

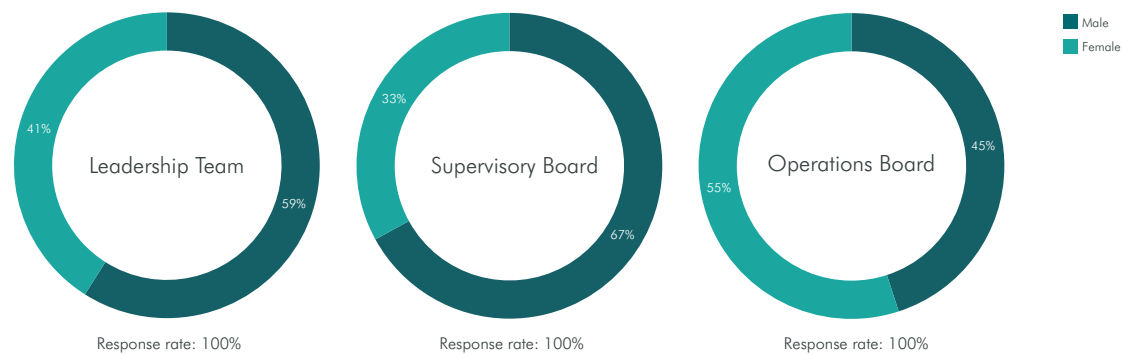
WATSON FARLEY & WILLIAMS

GLOBAL GENDER STATISTICS

GLOBAL GENDER

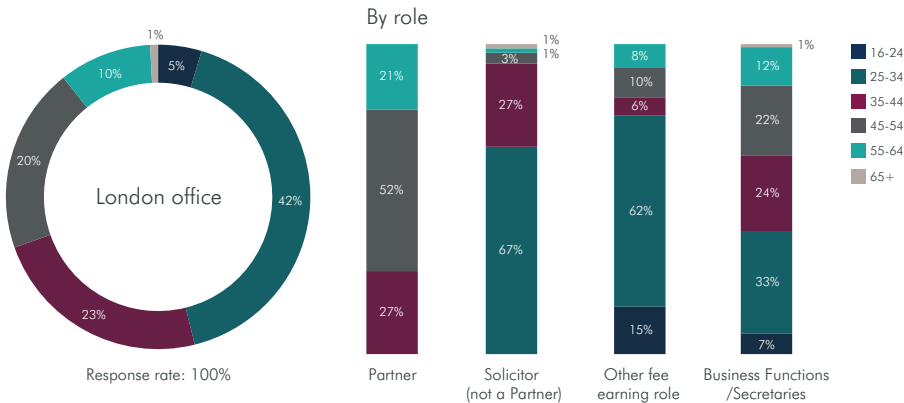


GENDER REPRESENTATION IN LEADERSHIP

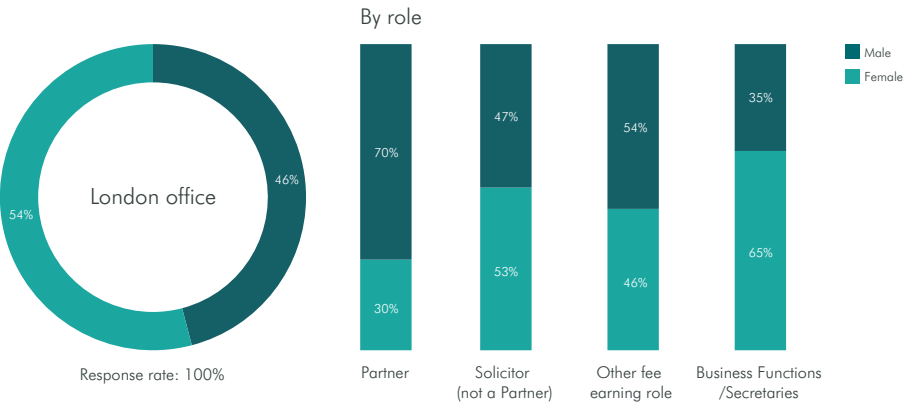


LONDON OFFICE DIVERSITY STATISTICS

AGE

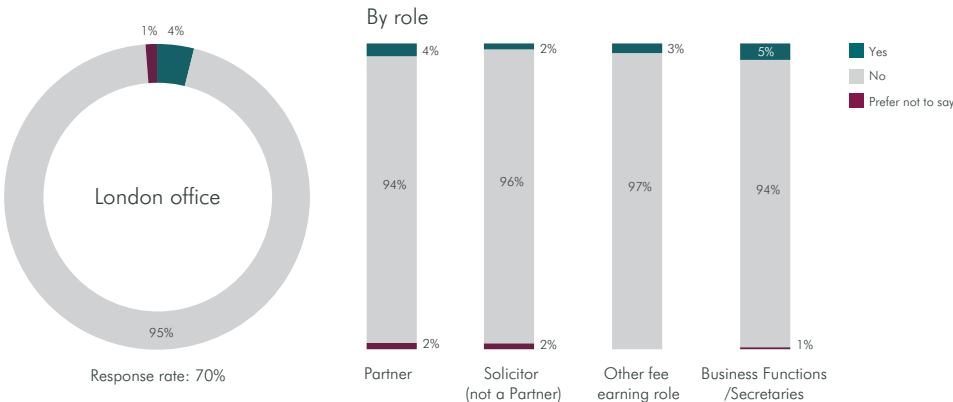


GENDER



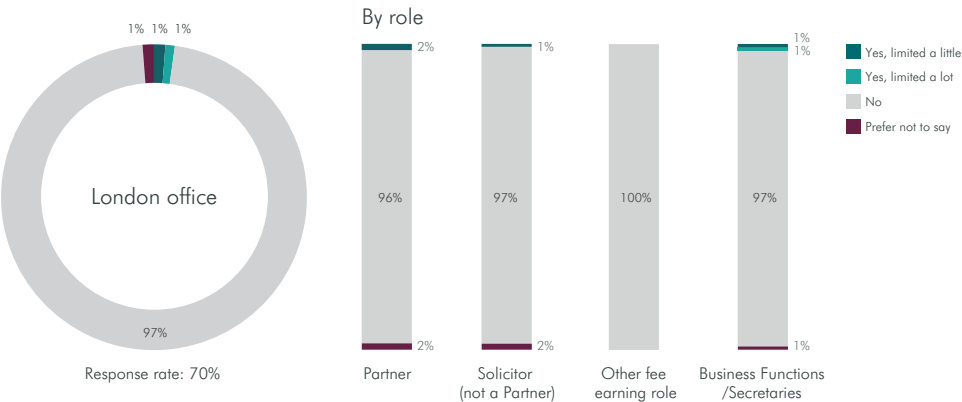
DISABILITY

Individuals who consider themselves as having a disability according to the definition in the Equality Act 2010*.



DISABILITY

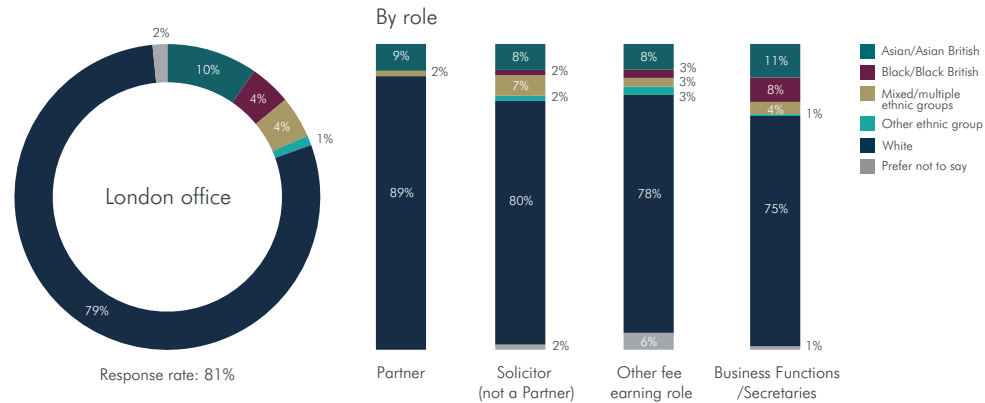
Individuals whose day-to-day activities are limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months.



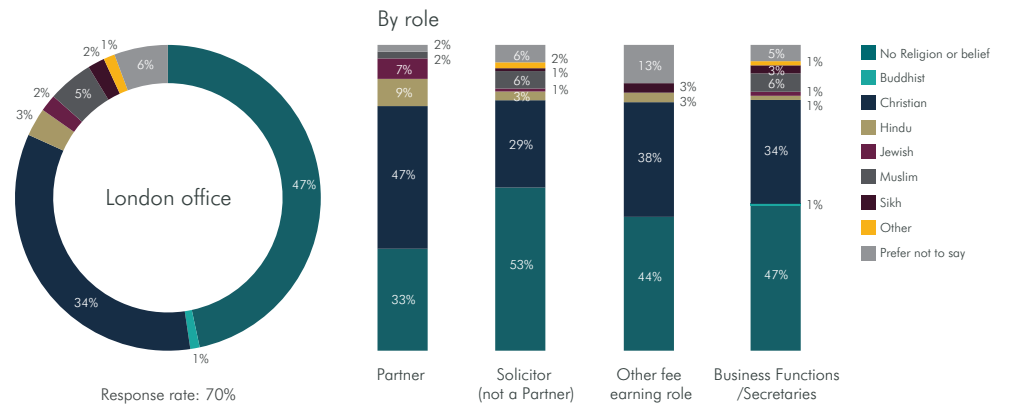
*The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

LONDON OFFICE DIVERSITY STATISTICS 2025

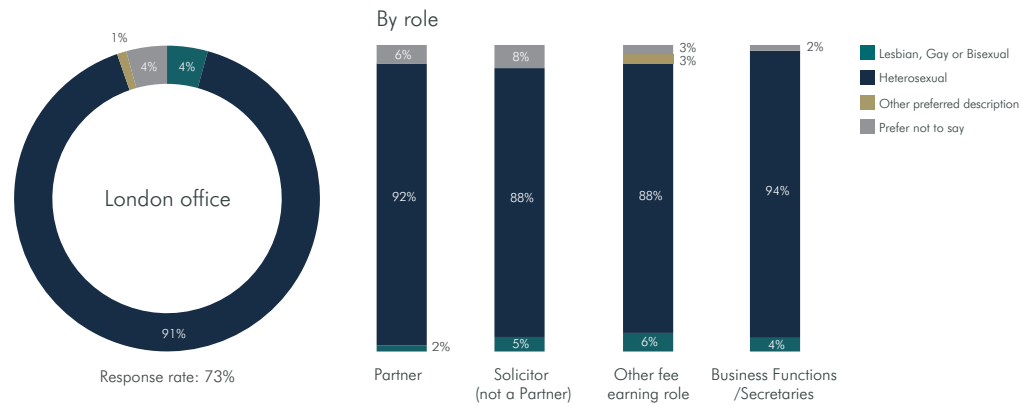
ETHNICITY



RELIGION OR BELIEF

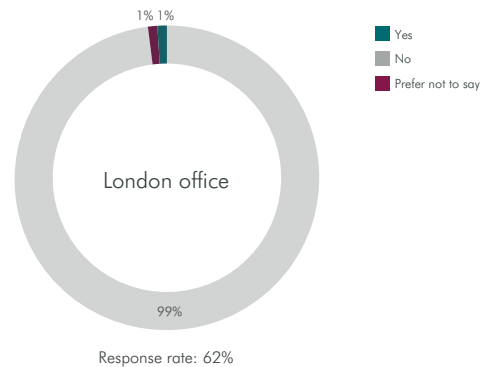


SEXUAL ORIENTATION



GENDER IDENTITY

Gender identity different from sex registered at birth.

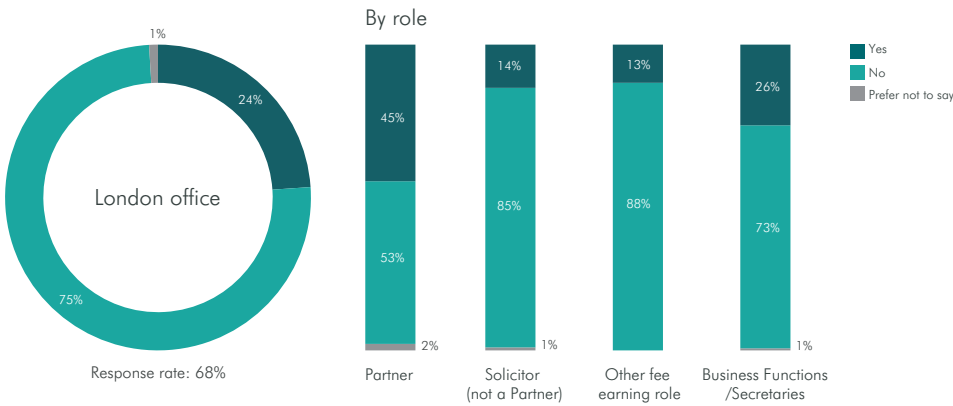


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LONDON OFFICE DIVERSITY STATISTICS 2025

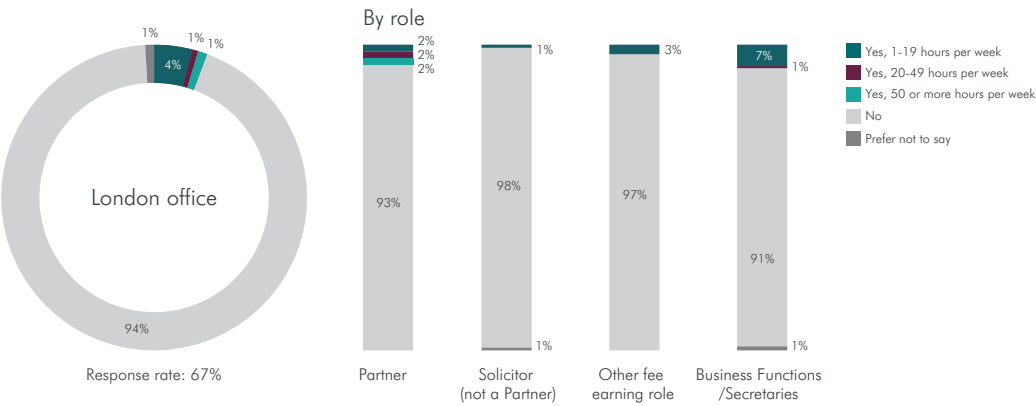
CARING RESPONSIBILITIES

Individuals with primary caring responsibilities for a child or children under the age of 18.



CARING RESPONSIBILITIES

Individuals who look after or care for someone with long-term physical or mental ill health caused by disability or age (not in a paid capacity).



OUR GLOBAL DIVERSITY & INCLUSION STRATEGY

Our Global Diversity & Inclusion Strategy, which was developed with input and approval from our Supervisory Board, sets out how we will recruit, retain and develop the best talent from a diverse range of backgrounds.



LEADERSHIP

Supporting partners and other people leaders to further develop inclusive team environments.

- embedding inclusive leadership learning across training for people leaders, including our annual Partner Conference, Business Functions Managers, and Partner candidate programmes; and
- integrating inclusive leadership considerations into our Partner Contribution Scorecard.



TALENT

Recruiting, retaining and developing the very best talent from a wide range of backgrounds.

- leveraging strategic partnerships to widen the talent pool from which we recruit;
- building diversity considerations into key people processes, including career development, pay and reward to ensure fair decisions based on merit; and
- conducting regular reviews of talent pipelines through a diversity lens to identify and address barriers to progression.



CULTURE

Ensuring people at all levels understand their role and feel able to be their authentic selves.

- equipping colleagues with practical steps to foster inclusion by hosting regular events open to all through our D&I Networks; and
- providing D&I training to all partners, employees and new joiners, including specific modules on unconscious bias and challenging inappropriate behaviour.



MARKET

Shared learning and collaboration with clients.

- collaborating with clients through sector-focussed events, including our award-nominated 'Women in Transport' and 'Women in Energy & Infrastructure' series; and
- promoting inclusive practices across our supply chain through our Supplier Code of Conduct and partnership with EcoVadis.