



Diversity Data Tracking

October 2025

dwfgroup.com

DWF D&I Target Performance

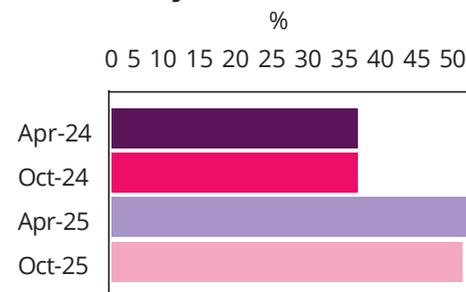
Gender Targets (Global)

	Apr-24	Oct-24	Apr-25	Oct-25
40% Women on Exec Board by 2025	35.7%	41.6%	53.3%	50.0%
40% of senior roles held by women by 2025	34.6%	35.7%	37.0%	37.5%

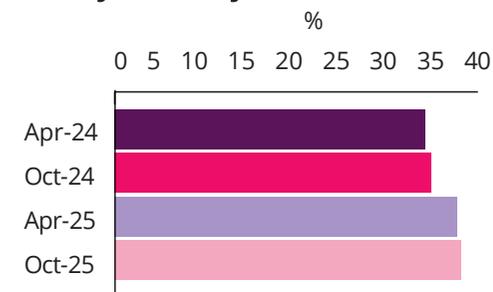
Ethnicity Targets (UK only)

	Apr-24	Oct-24	Apr-25	Oct-25
13% overall ethnic minority representation by 2025	14.7%	15.0%	14.9%	14.6%
10% ethnic minority representation in senior roles by 2025	7.8%	7.8%	7.2%	6.8%
3% overall Black representation by 2025	2.1%	2.4%	2.5%	1.7%
3% Black representation in senior roles by 2025	0.8%	0.8%	0.4%	0.2%

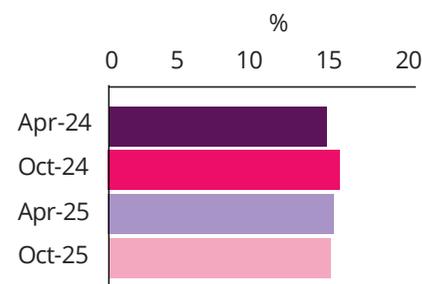
40% Women on Exec Board by 2025



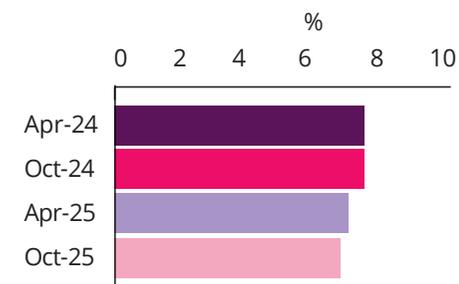
40% of senior roles held by women by 2025



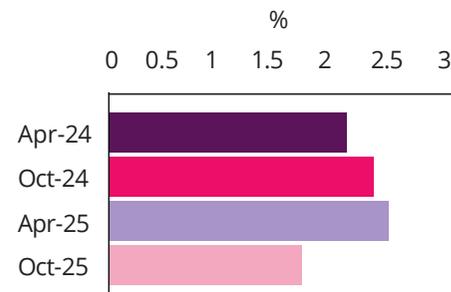
13% overall ethnic minority representation by 2025



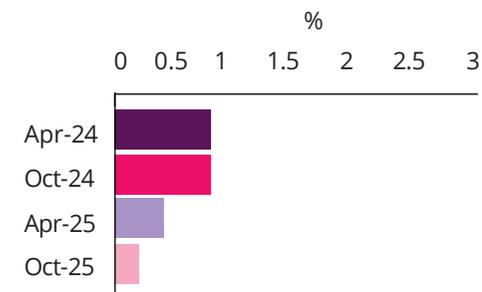
10% ethnic minority representation in senior roles by 2025



3% overall Black representation by 2025



3% Black representation in senior roles by 2025



UK D&I Workforce Statistics

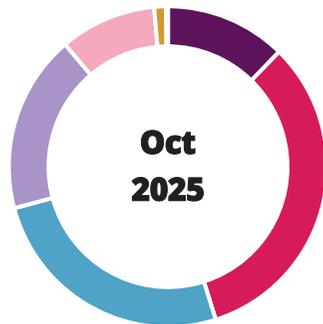
Gender

- Male
- Female
- Other
- Prefer not to say
- Not Complete



Age

- 16-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Not Complete



Ethnicity

- Asian / Asian British:
- Black / Black British
- Mixed / Multiple Ethnic Groups
- White (inc. white ethnic minorities)
- Other Ethnic Group
- Prefer not to say
- Unknown
- Not completed



Gender	Apr-24	Oct-24	Apr-25	Oct-25
Male	38.9%	38.6%	38.1%	37.5%
Female	60.3%	60.1%	61.5%	62.0%
Other	<0.1%	<0.1%	0.0%	0.1%
Prefer not to say	0.1%	1.0%	0.2%	0.2%
Not Complete	0.7%	<0.1%	0.1%	0.2%
Age	Apr-24	Oct-24	Apr-25	Oct-25
16-24	8.9%	10.0%	10.9%	12.1%
25-34	34.1%	34.1%	33.8%	33.1%
35-44	26.6%	25.9%	25.7%	25.6%
45-54	19.5%	19.1%	19.0%	18.3%
55-64	9.5%	9.6%	9.3%	9.6%
65+	1.2%	1.3%	1.2%	1.2%
Not complete	0.3%	0.0%	0.1%	0.2%
Ethnicity	Apr-24	Oct-24	Apr-25	Oct-25
Asian / Asian British	8.5%	8.6%	8.5%	8.9%
Black / Black British	2.1%	2.4%	2.5%	1.7%
Mixed / Multiple Ethnic Groups	3.1%	2.9%	2.9%	4.0%
White (inc. white ethnic minorities)	71.9%	72.7%	73.3%	72.7%
Other Ethnic Group	1.1%	1.0%	1.0%	0.0%
Prefer not to say	1.5%	1.4%	1.6%	1.5%
Unknown	0.1%	0.1%	0.1%	0.1%
Not completed	11.8%	10.8%	10.2%	11.1%

UK D&I Workforce Statistic

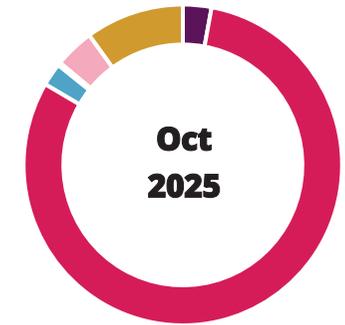
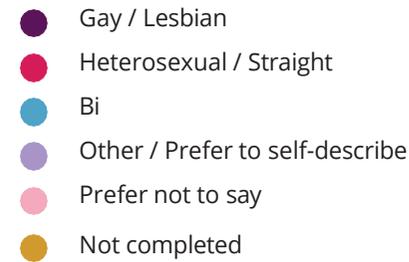
Sexual Orientation

	Apr-24	Oct-24	Apr-25	Oct-25
Gay / Lesbian	2.8%	2.9%	2.7%	2.9%
Heterosexual / Straight	80.5%	80.6%	81.4%	80.5%
Bi	2.0%	2.1%	2.0%	2.3%
Other / Prefer to self-describe	0.2%	0.2%	0.3%	0.3%
Prefer not to say	3.9%	3.9%	4.1%	4.0%
Not completed	10.7%	10.2%	9.5%	10.0%

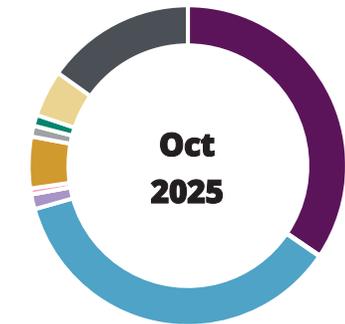
Religion

	Apr-24	Oct-24	Apr-25	Oct-25
No religion or belief / atheist	36.2%	35.2%	34.1%	34.5%
Buddhism	0.1%	0.1%	0.1%	0.1%
Christianity	36.9%	37.1%	31.5%	36.1%
Hindu	1.5%	1.5%	1.5%	1.5%
Jain	0.0%	0.0%	0.0%	0.0%
Judaism	0.4%	0.6%	0.7%	0.6%
Islam	4.7%	5.1%	5.2%	5.2%
Sikhism	1.2%	1.2%	1.2%	1.1%
Other religion or belief	1.2%	1.1%	1.1%	1.1%
Prefer not to say	4.6%	4.5%	4.8%	4.7%
Not completed	13.2%	13.7%	13.7%	15.2%

Sexual Orientation



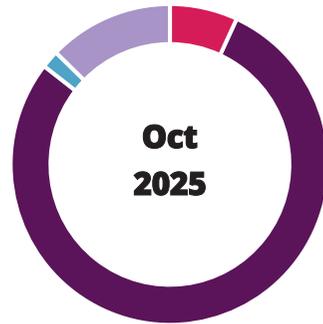
Religion



**UK D&I Workforce
Statistic**

Disability

- Yes
- No
- Prefer not to say
- Not completed



**Working
Patterns**

- Full-time
- Part-time



Disability

	Apr-24	Oct-24	Apr-25	Oct-25
Yes	6.0%	6.3%	6.9%	6.9%
No	78.1%	79.0%	79.2%	78.6%
Prefer not to say	1.5%	1.7%	1.9%	1.8%
Not completed	14.4%	13.0%	12.0%	12.6%

Working Patterns

	Apr-24	Oct-24	Apr-25	Oct-25
Full-time	86.9%	87.0%	86.9%	87.3%
Part-time	13.1%	13.0%	13.1%	12.7%

Care giving responsibilities *

Social Mobility *

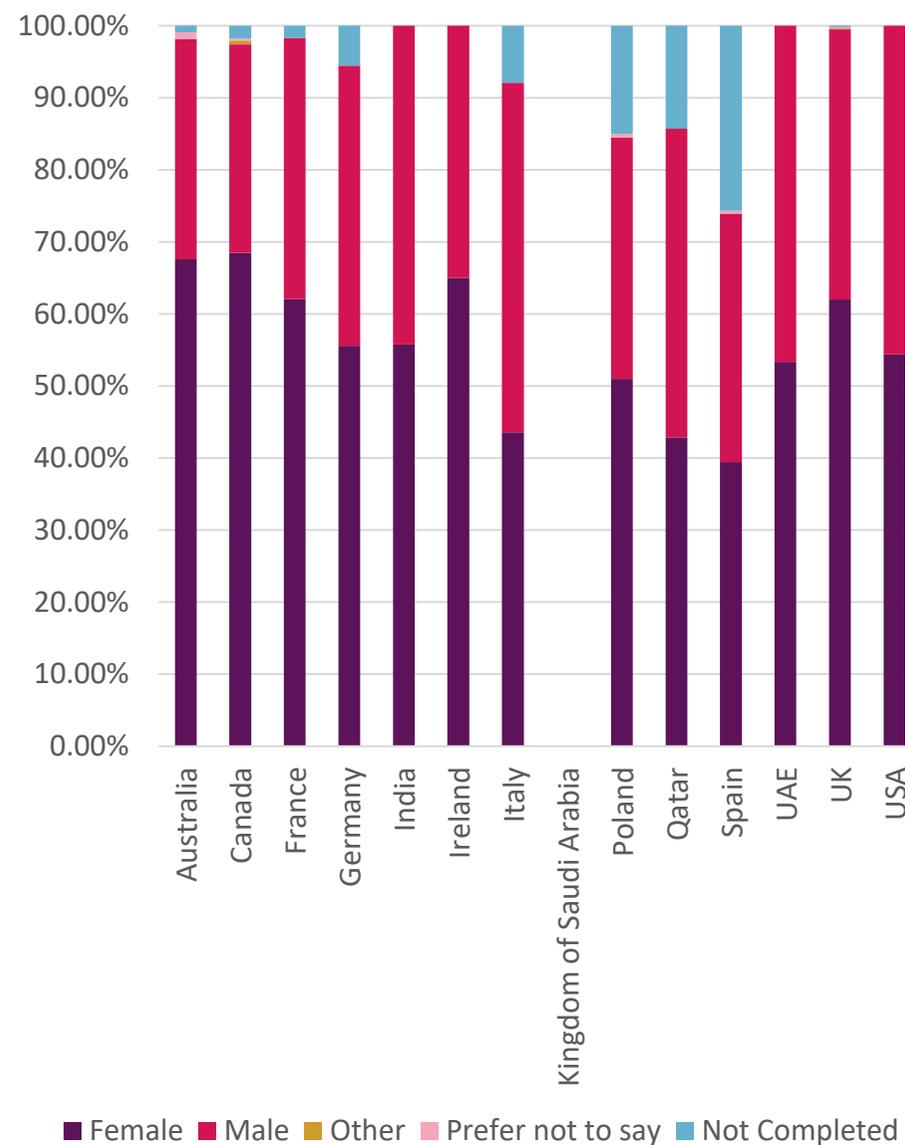
Please note statistics are for our UK colleagues only.

* The care giving and social mobility fields were recently introduced. Current declaration levels do not provide statistically valid figures. We therefore cannot report against these fields at present.

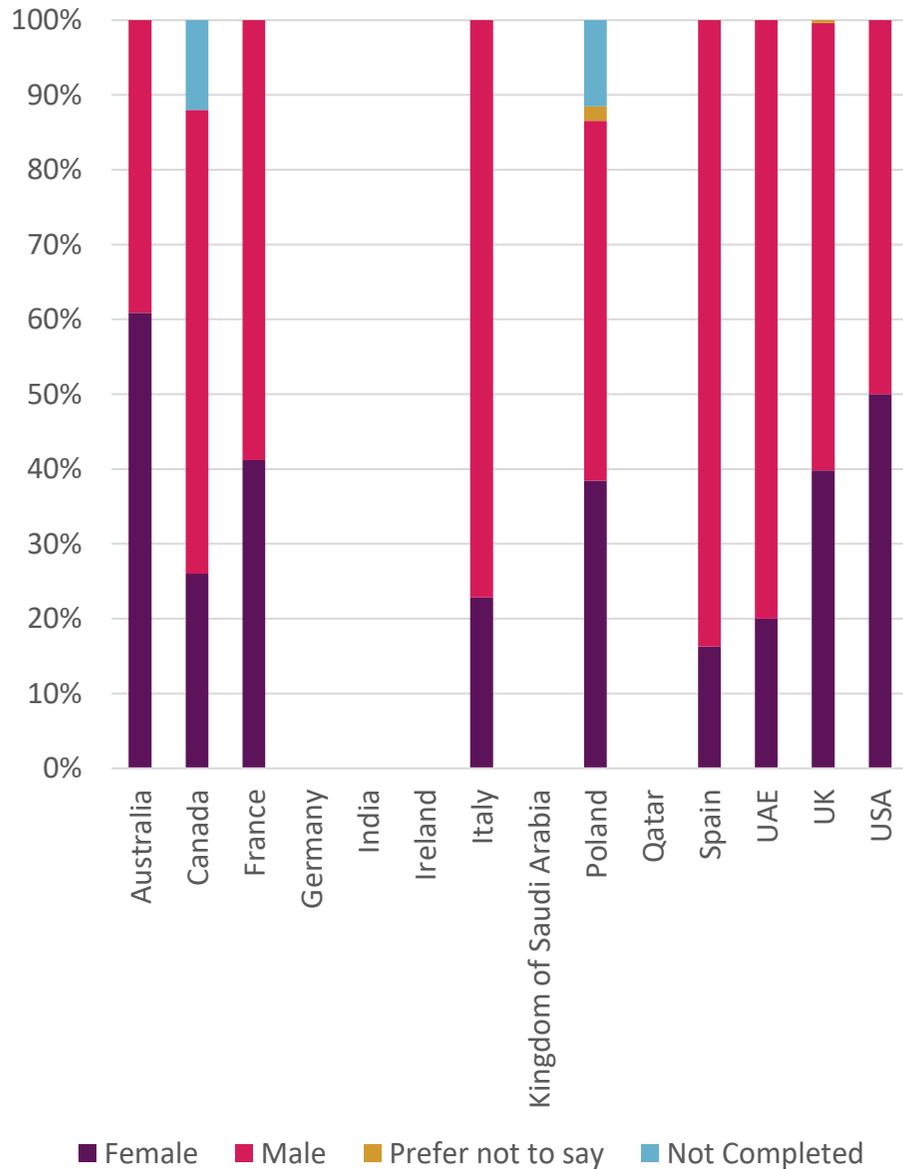
Global Gender

Country of Career Level	Female	Male	Other	Prefer not to	Not Completed
Australia	67.59%	30.56%	0.00%	0.93%	0.93%
Canada	68.49%	28.91%	0.52%	0.26%	1.82%
France	62.07%	36.21%	0.00%	0.00%	1.72%
Germany	55.56%	38.89%	0.00%	0.00%	5.56%
India	55.77%	44.23%	0.00%	0.00%	0.00%
Ireland	65.00%	35.00%	0.00%	0.00%	0.00%
Italy	43.56%	48.51%	0.00%	0.00%	7.92%
Kingdom of Saudi Arabia	*	*	*	*	
Poland	51.00%	33.50%	0.00%	0.50%	15.00%
Qatar	42.86%	42.86%	0.00%	0.00%	14.29%
Spain	39.41%	34.51%	0.00%	0.39%	25.69%
UAE	53.33%	46.67%	0.00%	0.00%	0.00%
UK	61.99%	37.52%	0.12%	0.16%	0.22%
USA	54.35%	45.65%	0.00%	0.00%	0.00%

* Sample size too small to report anonymously on.



Global Gender by senior leaders



Country of Career Level	Female	Male	Prefer not to say	Not Completed
Australia	60.87%	39.13%	0.00%	0.00%
Canada	26.00%	62.00%	0.00%	12.00%
France	41.18%	58.82%	0.00%	0.00%
Germany	*	*	*	*
India	*	*	*	*
Ireland	*	*	*	*
Italy	22.86%	77.14%	0.00%	0.00%
Kingdom of Saudi Arabia	*	*	*	*
Poland	38.46%	48.08%	1.92%	11.54%
Qatar	*	*	*	*
Spain	16.28%	83.72%	0.00%	0.00%
UAE	20.00%	80.00%	0.00%	0.00%
UK	39.81%	59.81%	0.38%	0.00%
USA	50.00%	50.00%	0.00%	0.00%

* Sample size too small to report anonymously on.



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