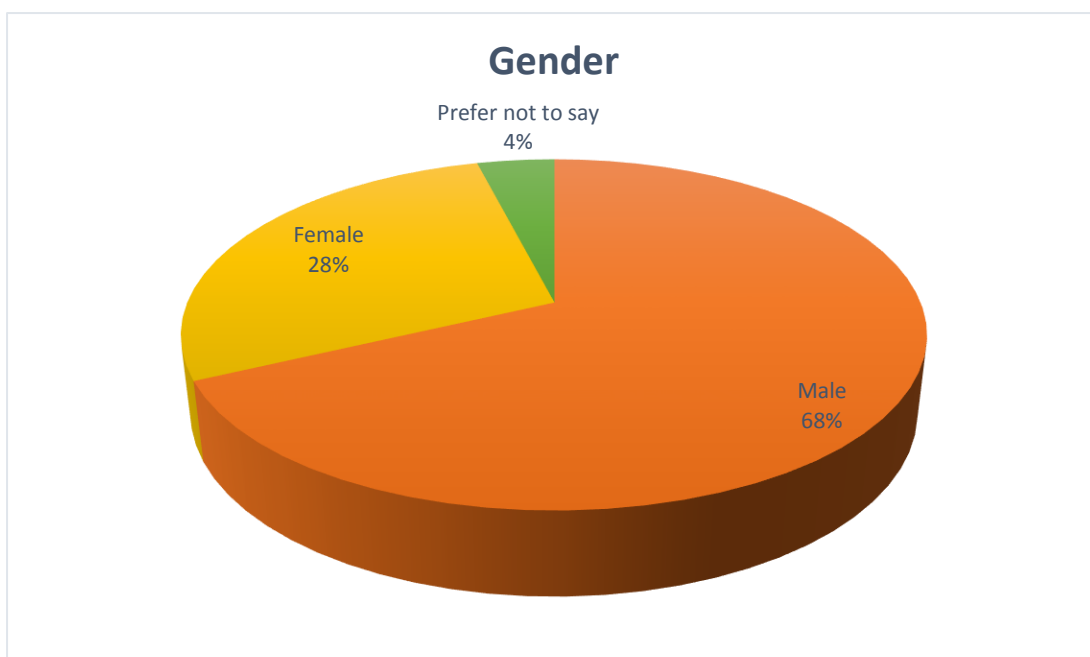
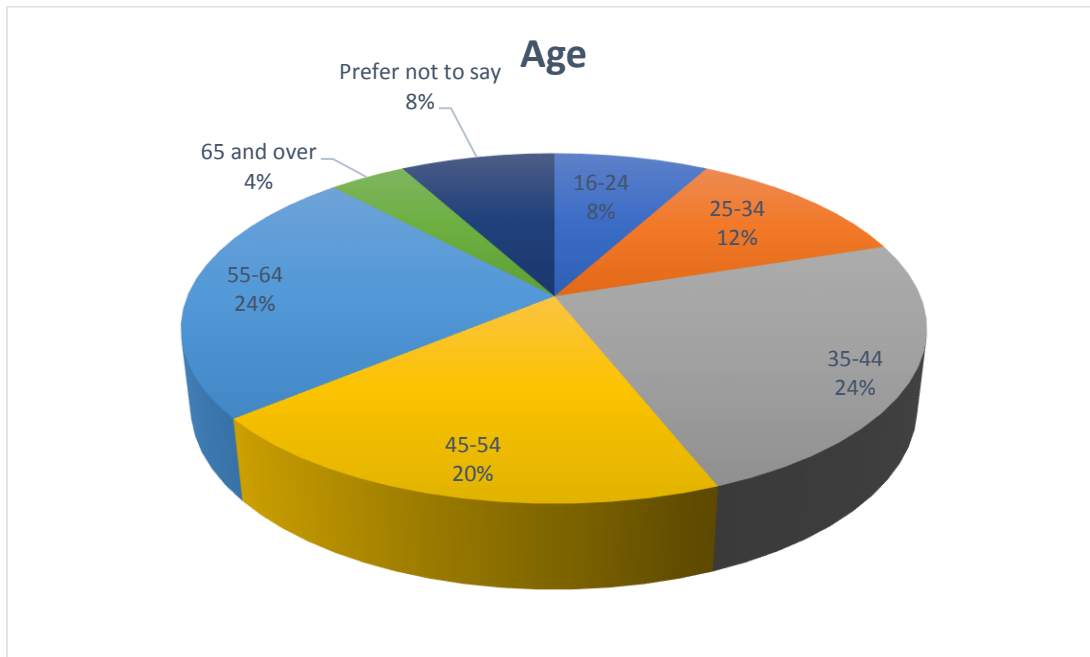


Diversity at PHM

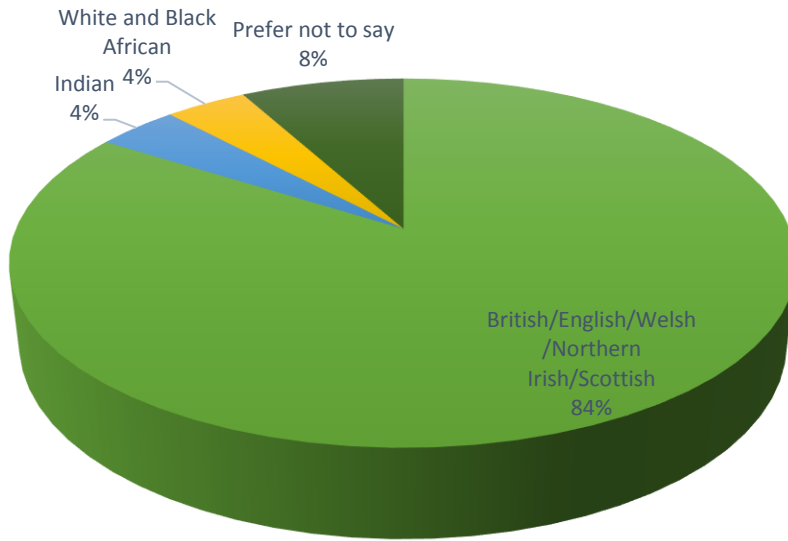
All firms accredited to perform the reserved legal service of probate are required to collect, report and publish diversity data about their employees.

The Legal Services Act 2007 specifies a regulatory objective to 'encourage a strong, independent, diverse and effective legal profession' within firms that supply reserved legal services such as probate.

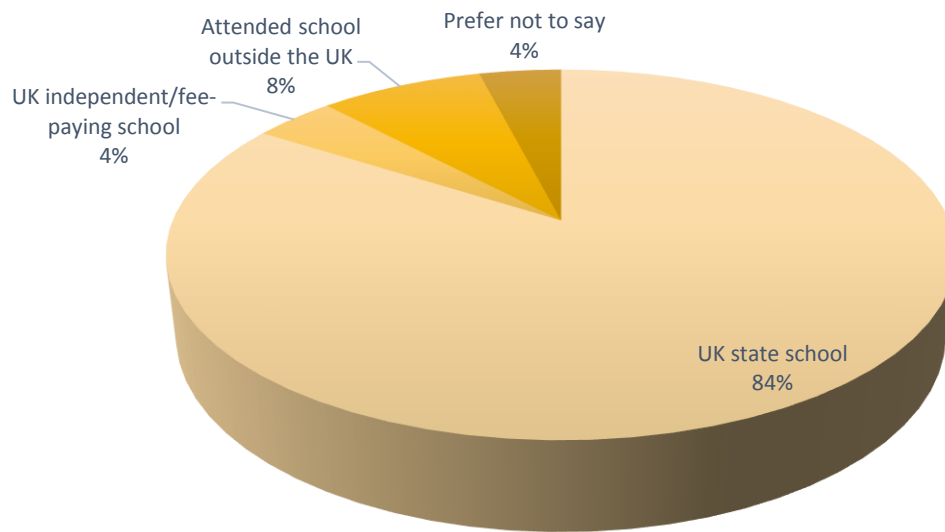
The latest results from Spring 2017 are illustrated below:-



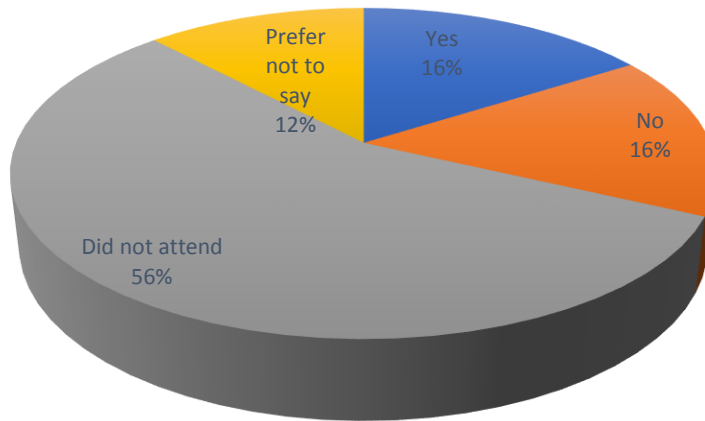
Ethnic Group



Education between the ages of 11-18



Employees who are first generation of family to study at university



Diversity in the workplace is important to PHM. Very few accountancy practices of our size share this information and this is the first time we have undertaken a diversity survey. As we currently have little to compare to, we have reviewed this data in isolation. We note that the vast majority of the workforce are over 35 and state school educated with only 8 confirmed university attendees. However, our newest four employees are all aged below 35 and in the most recent recruitment of two trainees for the accounts team, one was a university graduate.