



June 2023

Diversity Statistics

London

COVINGTON

BEIJING BOSTON BRUSSELS DUBAI FRANKFURT JOHANNESBURG LONDON
LOS ANGELES NEW YORK PALO ALTO SAN FRANCISCO SEOUL SHANGHAI WASHINGTON

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Solicitors Regulation Authority

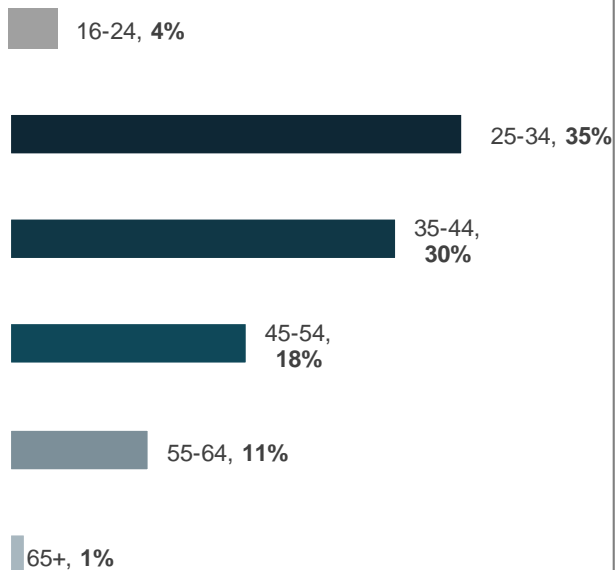
Firms regulated by the Solicitors Regulation Authority are required to collect, report and publish data about the diversity make-up of their workforce.

At Covington, we recognize the differences among us as an asset and a source of strength. We believe that excellence in the practice of law knows no racial, ethnic, gender, religious, sexual orientation or other boundaries. Covington lawyers and business services staff bring a wide variety of backgrounds, perspectives and life experiences to our practice. By recruiting, retaining, developing and promoting a diverse group of lawyers and business services staff, we advance the interests of our clients, our practice and our entire profession.

This document reports on the aggregated data of the responses received from lawyers and business services staff in the London office of Covington & Burling LLP, reflecting a 72% response rate. The questionnaire was carried out in June 2023.

Age

London Office Total

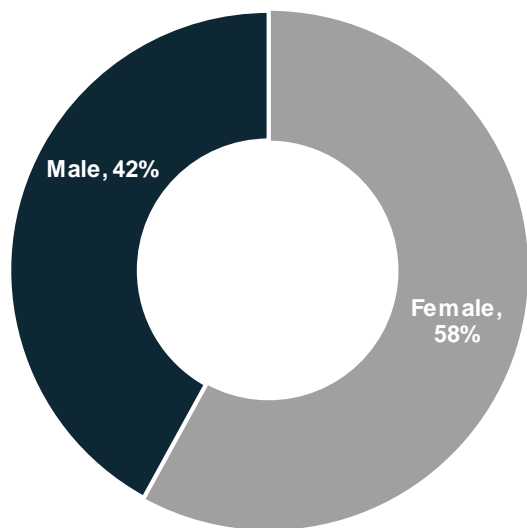


By Role:

	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
16-24	--	--	19%	--	--	7%
25-34	--	65%	48%	--	11%	18%
35-44	37%	27%	29%	--	39%	36%
45-54	37%	4%	5%	33%	28%	36%
55-64	26%	4%	--	44%	22%	4%
65+	--	--	--	22%	--	--
Grand Total	100%	100%	100%	100%	100%	100%

Sex

London Office Total

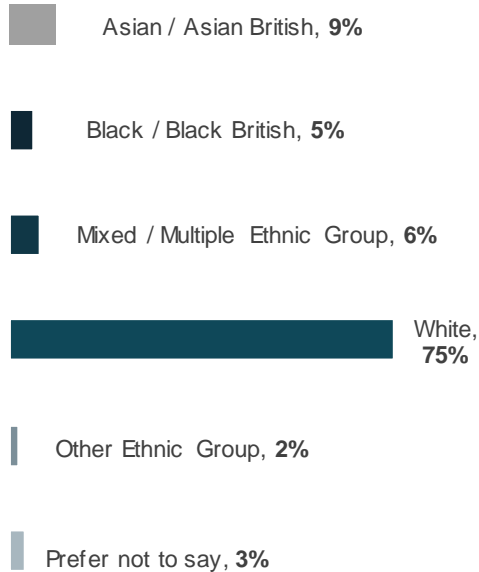


By Role:

	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Female	26%	67%	43%	100%	50%	68%
Male	74%	33%	57%	--	50%	32%
Grand Total	100%	100%	100%	100%	100%	100%

Ethnic Group

London Office Total



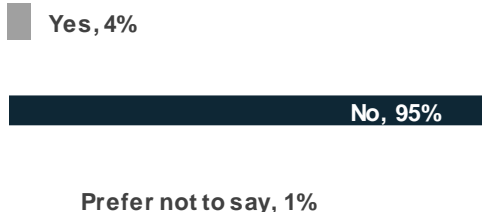
By Role:

	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Asian / Asian British	11%	11%	5%	--	6%	14%
Black / Black British	5%	5%	--	--	--	14%
Mixed / Multiple Ethnic Group	5%	9%	5%	--	6%	7%
White	79%	72%	86%	100%	89%	54%
Other Ethnic Group	--	2%	--	--	--	7%
Prefer not to say	--	2%	5%	--	--	4%
Grand Total	100%	100%	100%	100%	100%	100%

Disability

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

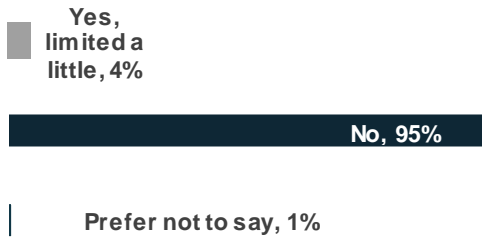
London Office Total



By Role:

	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Yes	--	7%	5%	--	6%	4%
No	100%	93%	95%	100%	94%	96%

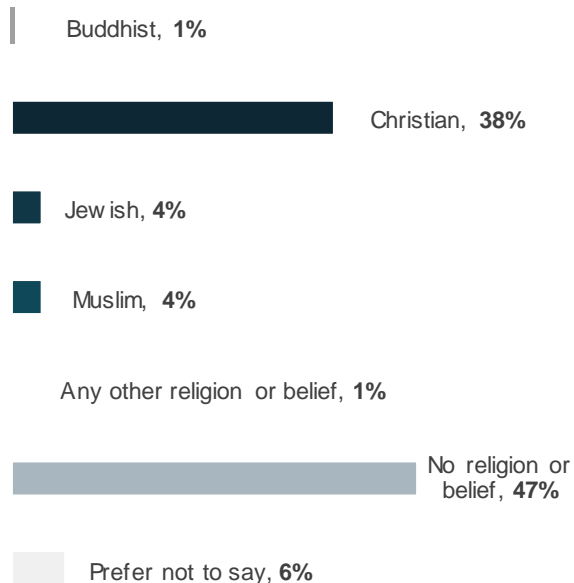
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Yes, limited a little	5%	5%	10%	--	--	4%
No	95%	93%	90%	100%	100%	96%

Religion or Belief

London Office Total

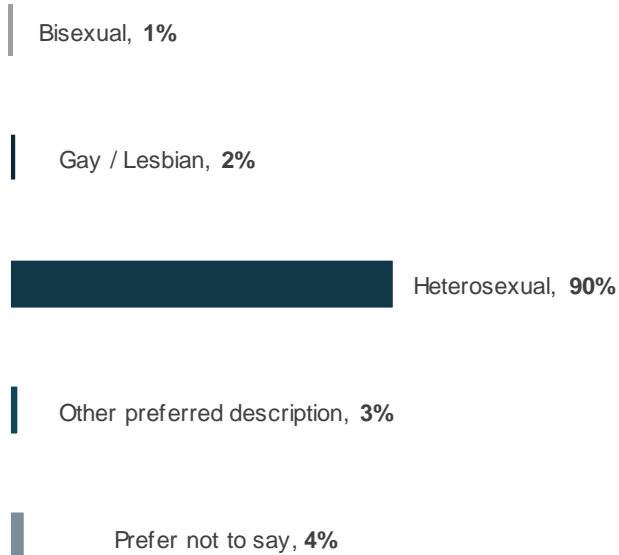


By Role:

	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Buddhist	--	--	5%	--	--	--
Christian	47%	37%	24%	56%	39%	43%
Jewish	5%	5%	--	--	6%	--
Muslim	--	4%	--	--	6%	11%
Any other religion or belief	--	2%	--	--	--	--
No religion or belief	47%	51%	57%	44%	39%	39%
Prefer not to say	--	2%	14%	--	11%	7%
Grand Total	100%	100%	100%	100%	100%	100%

Sexual Orientation

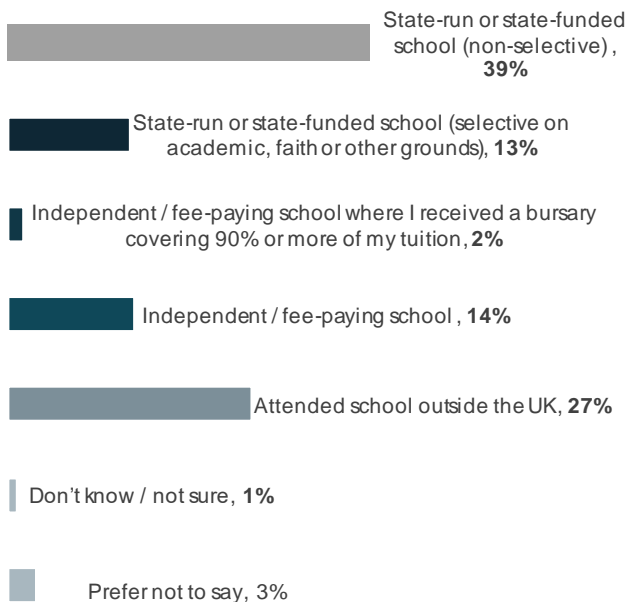
London Office Total



By Role:	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Bisexual	--	--	10%	--	--	--
Gay / Lesbian	--	4%	--	--	6%	--
Heterosexual	100%	89%	76%	100%	94%	96%
Other preferred description	--	4%	5%	--	--	--
Prefer not to say	--	4%	10%	--	--	4%
Grand Total	100%	100%	100%	100%	100%	100%

School Type

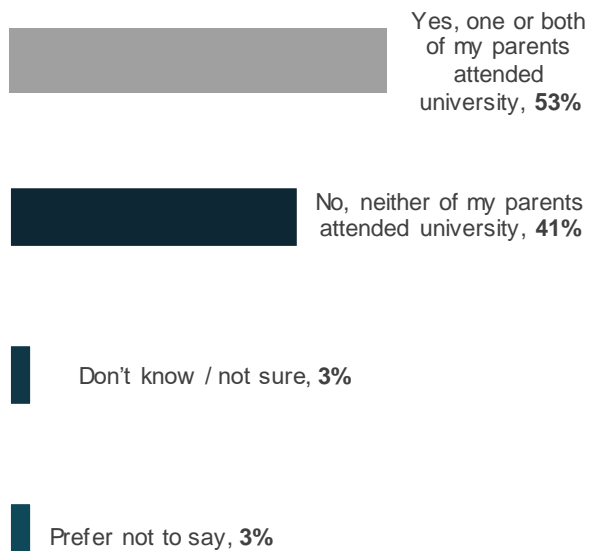
London Office Total



By Role:	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
State-run or state-funded school (non-selective)	32%	28%	33%	44%	56%	65%
State-run or state-funded school (selective on academic, faith or other grounds)	5%	16%	14%	22%	17%	11%
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	--	2%	5%	--	5%	--
Independent / fee-paying school	42%	18%	10%	--	5%	--
Attended school outside the UK	21%	36%	38%	11%	17%	14%
Don't know / not sure	--	--	--	22%	--	--
Grand Total	100%	100%	100%	100%	100%	100%

Parental Education

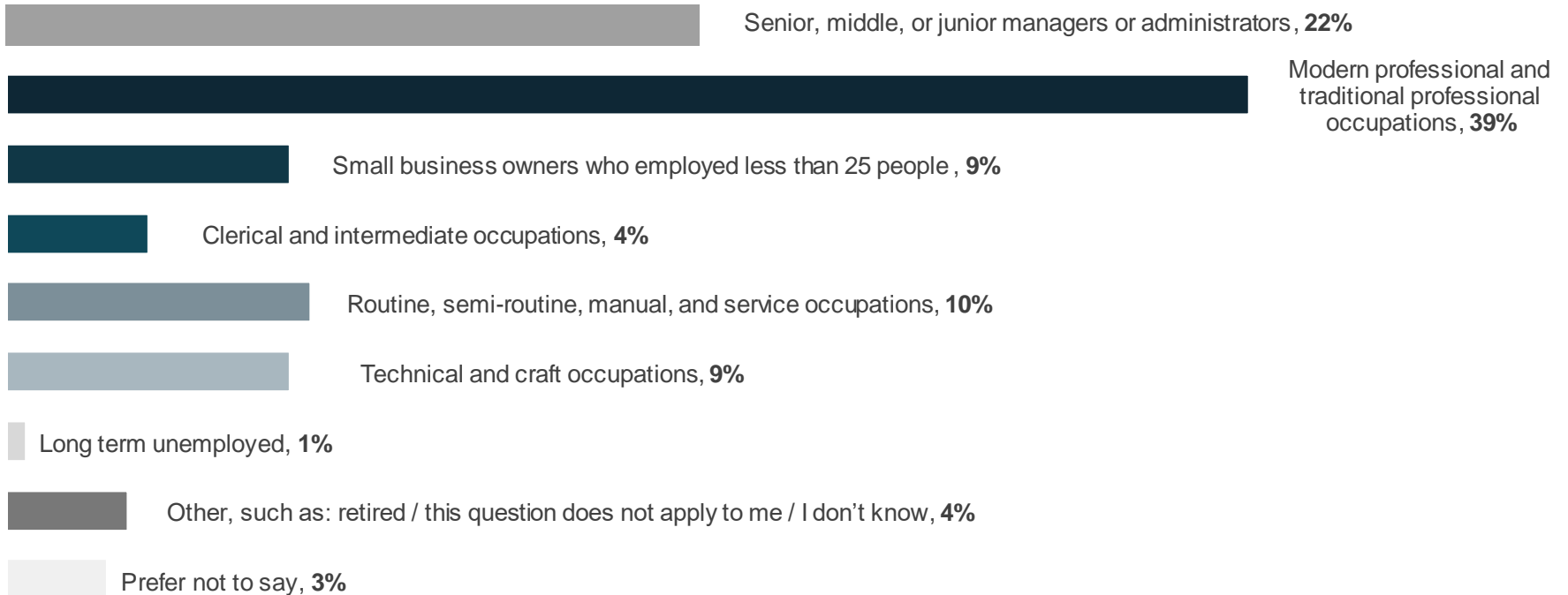
London Office Total



By Role:	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Yes, one or both of my parents attended university	58%	75%	81%	--	33%	22%
No, neither of my parents attended university	42%	25%	19%	78%	61%	64%
Don't know / not sure	--	--	--	22%	6%	7%
Prefer not to say	--	--	--	--	--	7%
Grand Total	100%	100%	100%	100%	100%	100%

Occupation of Main Household Earner

London Office Total



Occupation of Main Household Earner (continued)

By Role:	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Senior, middle, or junior managers or administrators	26%	15%	43%	11%	32%	11%
Modern professional and traditional professional occupations	37%	53%	37%	--	44%	25%
Small business owners who employed less than 25 people	11%	9%	5%	--	--	18%
Clerical and intermediate occupations	5%	4%	--	11%	6%	7%
Routine, semi-routine, manual, and service occupations	5%	5%	10%	45%	6%	14%
Technical and craft occupations	11%	5%	5%	33%	6%	14%
Long term unemployed	--	2%	--	--	--	--
Other, such as: retired / this question does not apply to me / I don't know	5%	5%	--	--	6%	4%
Prefer not to say	--	2%	--	--	--	7%
Grand Total	100%	100%	100%	100%	100%	100%

Primary Caregiver – Children under 18

London Office Total

Yes – primary carer / shared primary carer, 30%

No, 70%

Prefer not to say, 1%

By Role:	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Yes – primary carer / shared primary carer	58%	18%	24%	22%	39%	36%
No	42%	81%	76%	78%	61%	64%
Prefer not to say	--	2%	--	--	--	--
Grand Total	100%	100%	100%	100%	100%	100%

Caregiver – Age or Illness

London Office Total

Yes, 50 or more hours a week, 3%

Yes, 1 - 19 hours a week, 5%

No, 90%

Prefer not to say, 2%

By Role:

	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Yes, 50 or more hours a week	--	2%	14%	--	--	--
Yes, 1 - 19 hours a week	--	5%	--	22%	--	11%
No	100%	93%	86%	78%	100%	86%
Prefer not to say	--	--	--	--	--	4%
Grand Total	100%	100%	100%	100%	100%	100%