

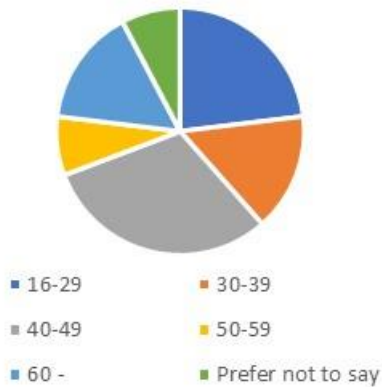


2019 Diversity Monitoring

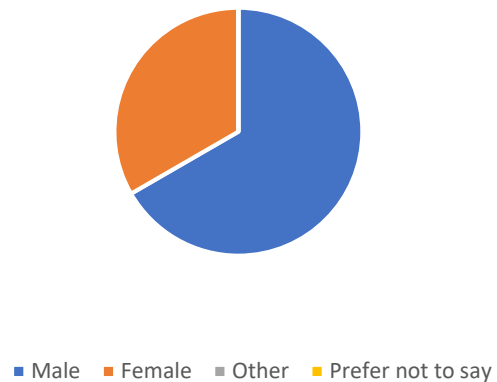
As part of our probate license, Johnson's is obligated to monitor and publish details of the firm's diversity. The firm strongly objects to doing this as to ask the questions of staff feels in itself discriminatory. Johnson's is a firm which recruits solely on merit and not colour, beliefs or any another other criteria.

All staff were invited to participate in the 2019 diversity data collection. Therefore the data below is based on the information provided by those who participated and should not be considered representative of the entire Johnson's workforce. Below are the results of the diversity monitoring in late 2019.

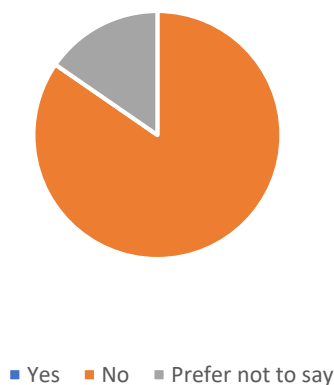
Age of Respondents



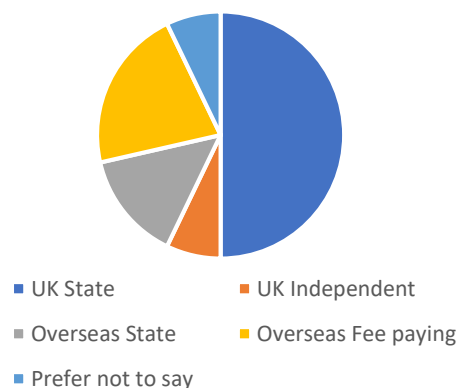
Gender of Respondents



Have Disability?

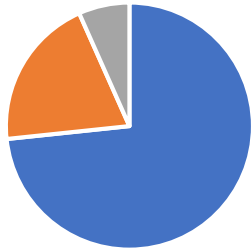


Type of School Attended



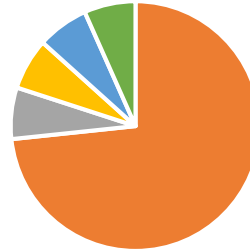
Johnson's

University Graduate



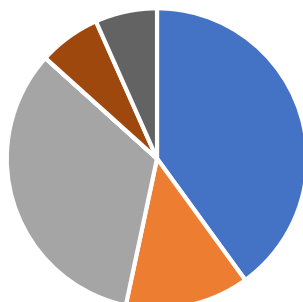
■ Yes ■ No ■ Prefer not to say

First Language



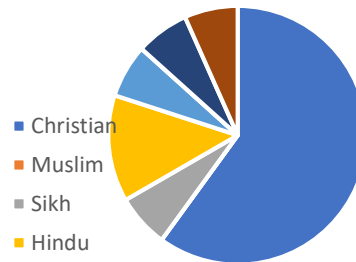
■ First Language ■ English ■ Punjabi
 ■ Italian ■ Polish ■ Gujarati

Ethnicity



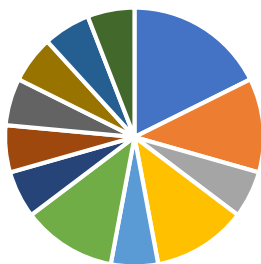
■ White (UK & Eire)
 ■ White (European)
 ■ Asian/Asian British
 ■ Black/African/Caribbean/Black British
 ■ American
 ■ Arabic
 ■ Mixed
 ■ Other
 ■ Prefer not to say

Religion



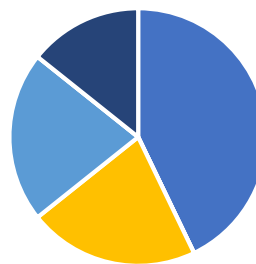
■ Christian
 ■ Muslim
 ■ Sikh
 ■ Hindu
 ■ Buddhist
 ■ Other
 ■ Nonreligious (Secular/Agnostic/Atheist)
 ■ Prefer not to say

Professional Qualifications



■ FCA ■ ACCA ■ ACMA ■ MA ■ ICAI
 ■ None ■ Bachelors Degree ■ CII Diploma ■ Diploma ■ MBA

Preferred Hobby



■ Sport/Fitness
 ■ DIY
 ■ Artistic/Cultural
 ■ Cooking/Eating
 ■ Travelling