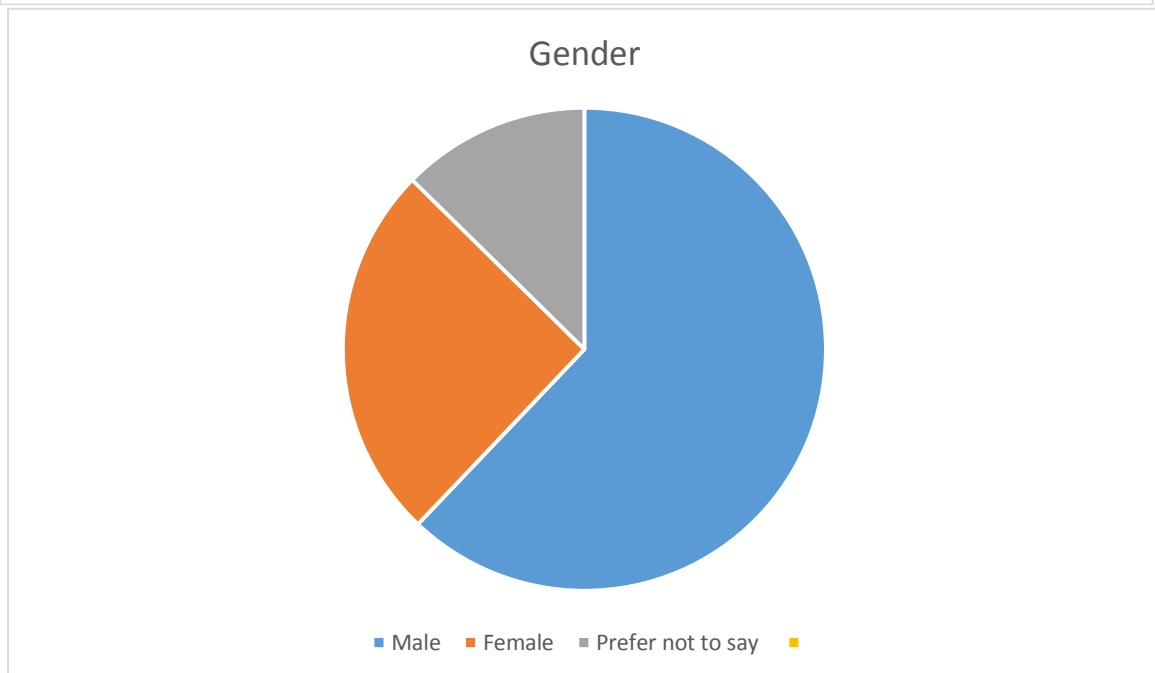
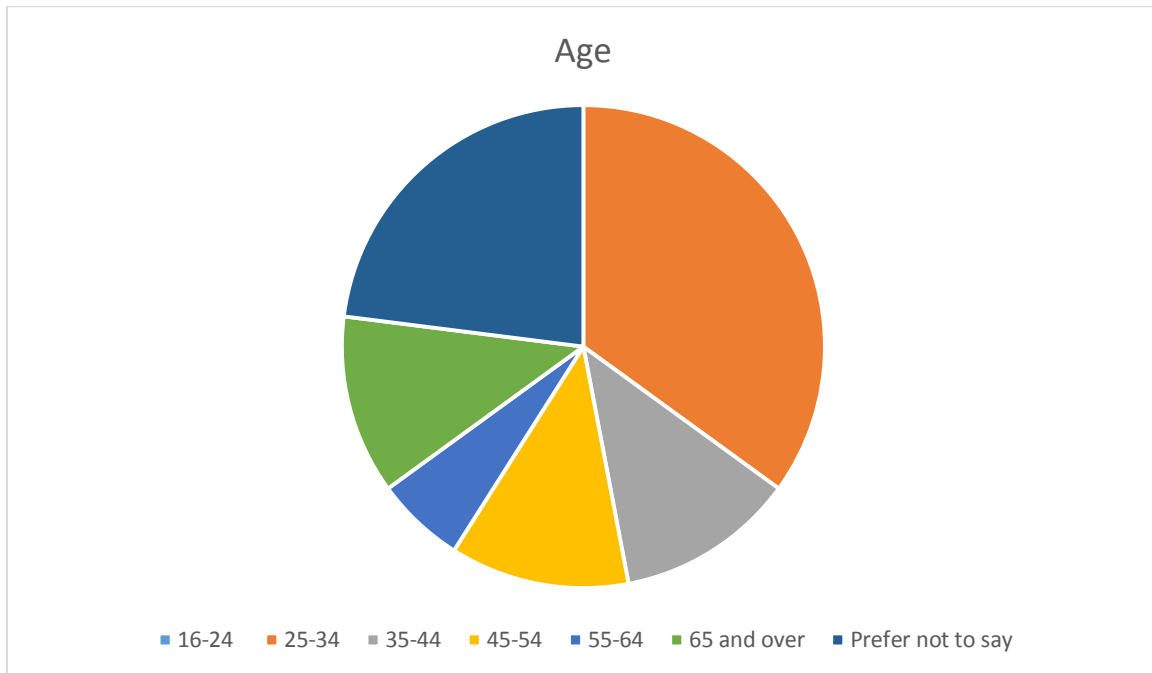


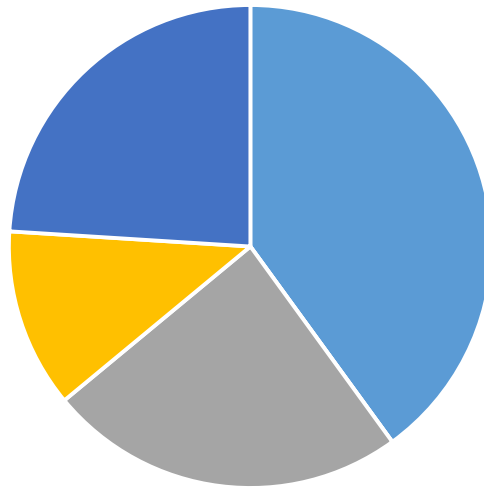
Diversity Statement

Haines Watts Probate Services LLP is committed to promoting equality at every opportunity, both as a provider of services and as an employer. We encourage diversity within the firm and actively recruit, develop and promote a diverse workforce based on individual merit, qualities and performance. We aim to create an inclusive environment in which each person is valued as a key part of our culture and a critical factor in our ability to provide quality service to our clients.

We carried out a Diversity Survey of our workforce as at 31 March 2023. The charts below are based on the answers received and are presented in a way to protect the privacy of the respondents. The response rate to the survey was 68%.



Schooling



■ UK state school ■ Outside UK ■ Independent school ■ Selective school ■ Prefer not to say