

Our diversity and inclusion snapshot 2021

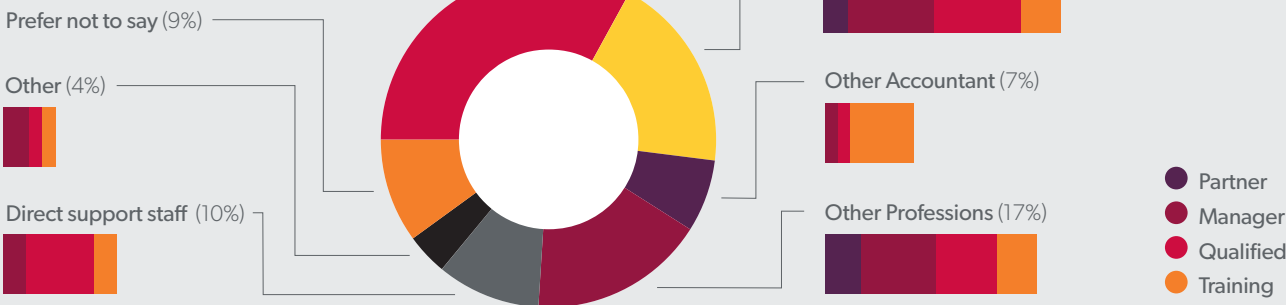
Here at Mercer & Hole we believe that everyone contributes to the success of the firm. Capitalising on what is unique about us each as individuals and drawing on the different perspectives and experiences of us all, will add value to the way we work together and ultimately deliver excellent service to our clients.

Overall response

We were delighted with an 85% response rate and a big thank you to all our team who completed the survey this year.

Who we are

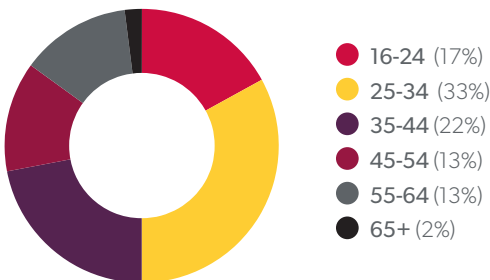
We understand that our shared Values across the firm and connections between us all, regardless of our different roles, have been critical in being able to thrive throughout lockdown and support our clients during this time.



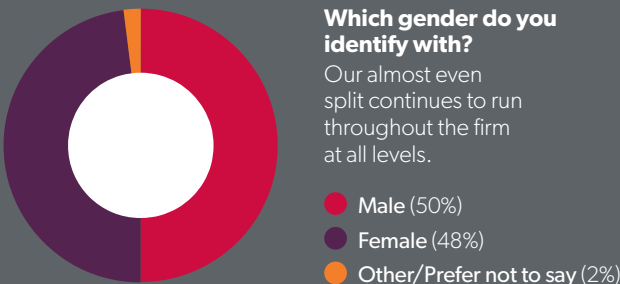
Age

Over half the firm are between 25-44 reflecting our commitment to nurturing successful careers.

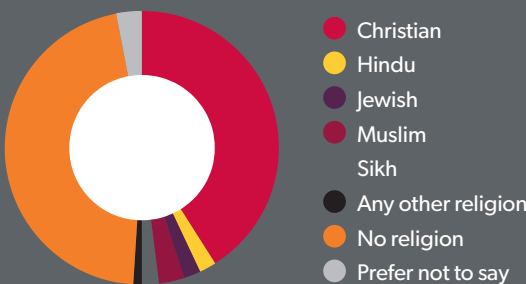
We actively recruit school leavers onto our Apprenticeship Scheme supporting the gap between those who attend University and those who do not. Our apprentices are progressing onto the graduate scheme with University leavers removing the 'requirement' that in order to qualify onto the graduate scheme you have to have attended University, supporting social mobility.



Sex/Gender

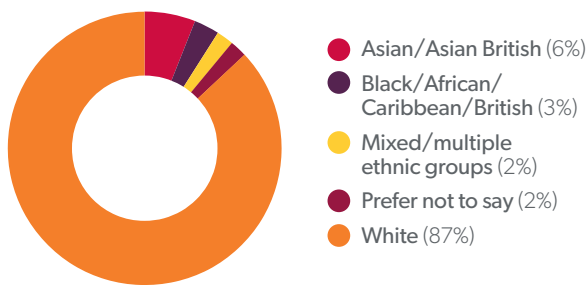


Faith



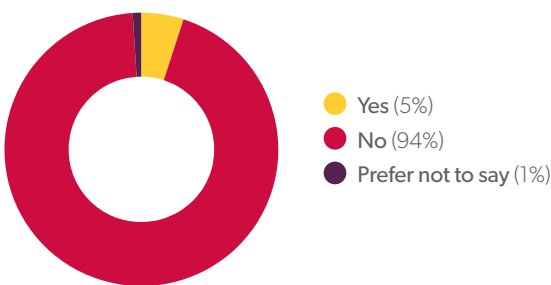
Ethnicity

We are looking at ways to establish greater diversity at Mercer & Hole. It is a part of our critical thinking of our five year plan.



Disability

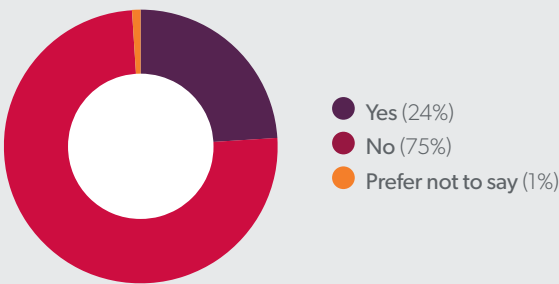
We have been very active in supporting our employees through lockdown and aiding resilience. We support all employees when they face any challenges with their health and have introduced Wellbeing Champions. This gives an additional infrastructure in the firm to promote overall good health and wellbeing.



Caring responsibilities

Are you a primary carer for a child or children under 18?

We successfully adjusted to different caring responsibilities throughout lockdown, bringing the firm closer together as a result. At the time of the survey we were starting to emerge out of lockdown with a strong Agile Working Policy formed on the basis of the trust we have shown to each other throughout the pandemic. In terms of other ways of supporting work life balance, 11 % of the firm have taken maternity or paternity leave in the last five years and we have been proud to support our young parents during these early stages of parenthood.



Additionally 60% of the firm did not have parents who attended University, and 67% of us attended a state school. We are therefore supportive, and with good examples of progress throughout the firm, of meritocracy.