

Spain Diversity Audit Results 2026

For internal use only

DEIteam@simmons-simmons.com

Why we conduct the audit

Our commitment to improving diversity and fostering a greater sense of inclusion remains a strategic and critical issue for the firm. Irrespective of job title, qualification, or background, we will encourage our people to have an enquiring mind and share ideas that can drive DEI in the firm forward.

One of the ways we measure progress is through our annual DEI audit. Data gathered via our annual diversity audit tells us how the composition of our workforce is changing year on year.

Background information

- Due to local regulation the Diversity audit and presentation of the results may vary in each Simmons location.
- Data reported represents those who completed the 2026 UK Diversity Audit
- The Spain completion rate for 2026 is 64% (65% in 2025).
- The audit was run over 4 weeks from 23 February to 23 March 2026.
- All Simmons & Simmons employees have been included except those on extended and long-term leave.
- For some audit questions the answer categories have been grouped together to ensure that we do not compromise confidentiality.

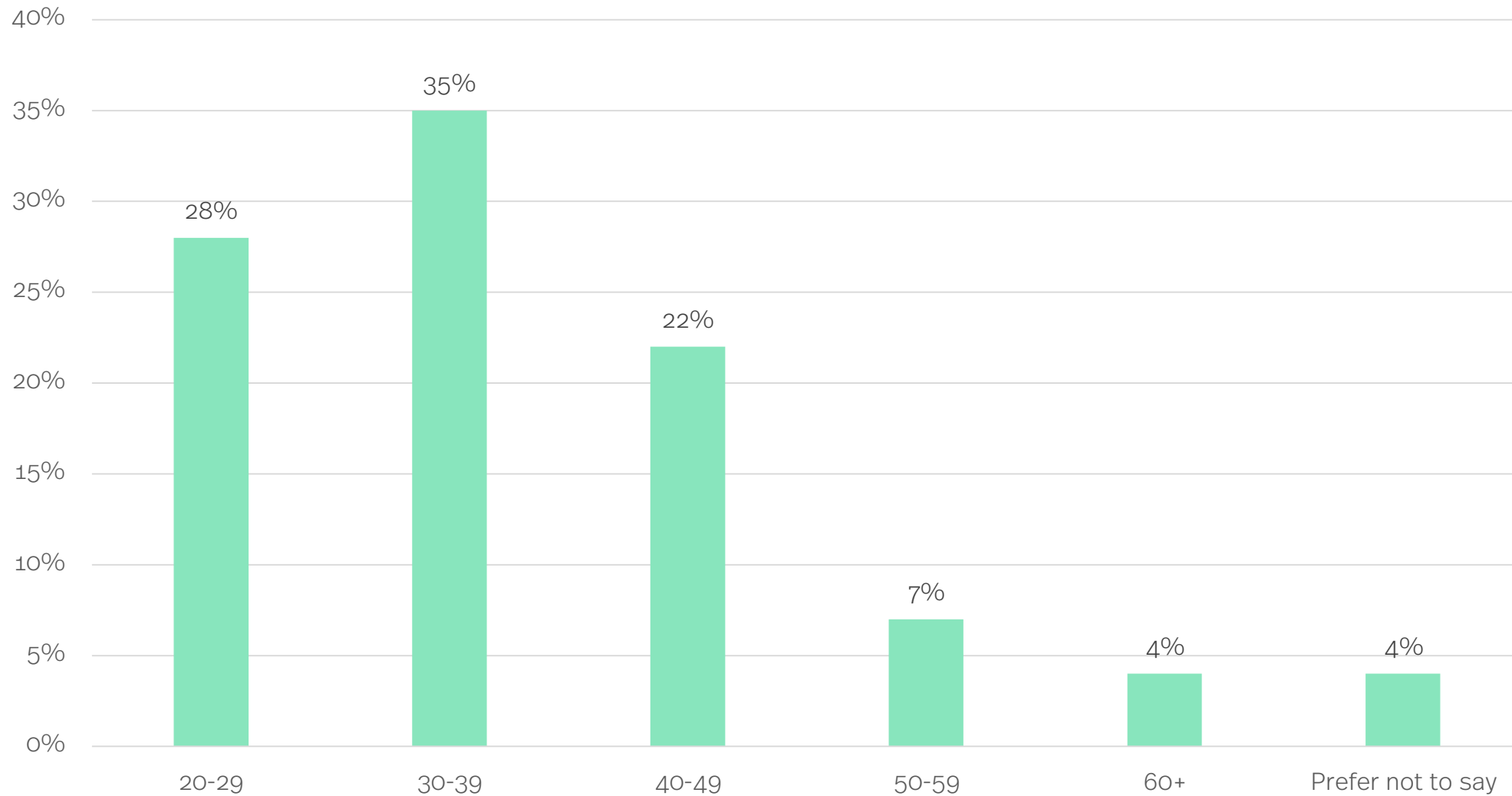
Key highlights Spain Diversity Audit 2026

- Spain's audit completion rate remains strong at 64%, reflecting ongoing engagement with diversity and inclusion.
- The team is notably diverse, with 63% under 40, over 60% women, 12% from non-Spanish backgrounds, and 17% first-generation university graduates.
- Representation of LGBTQ+, disabled, and neurodiverse employees remains stable, and half of staff are carers for children under 18, highlighting the importance of inclusion and family-friendly policies.

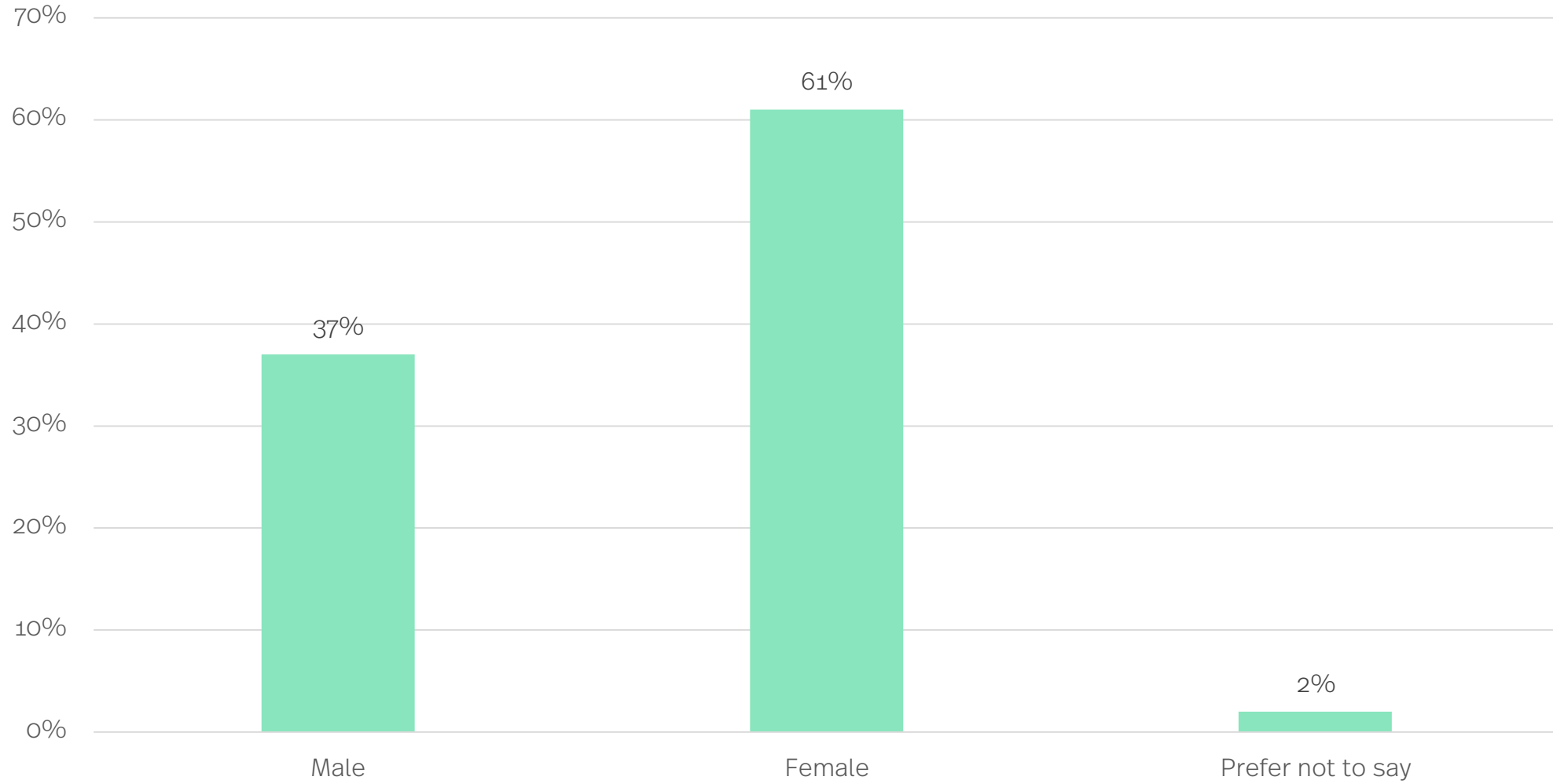
DEI Targets

- Gender (Global target): Women to represent 40% of the international partnership by 2029, and 50% of all internal and lateral partner promotions annually by 2026.
- Social Mobility (UK only): Increased representation of individuals from lower socio-economic backgrounds: at least 20% for Partners, Managing Associates, Associates, Trainees, and 30% for Business Services.
- Race & Ethnicity (UK only): Increased representation of individuals from ethnic minority backgrounds (15% partners, of which 5% are Black; 25% Managing Associates, of which 5% are Black; 30% Associates, of which 10% are Black; 35% Trainees, of which 10% are Black; and 30% of Business Services, of which 10% are Black).

All staff



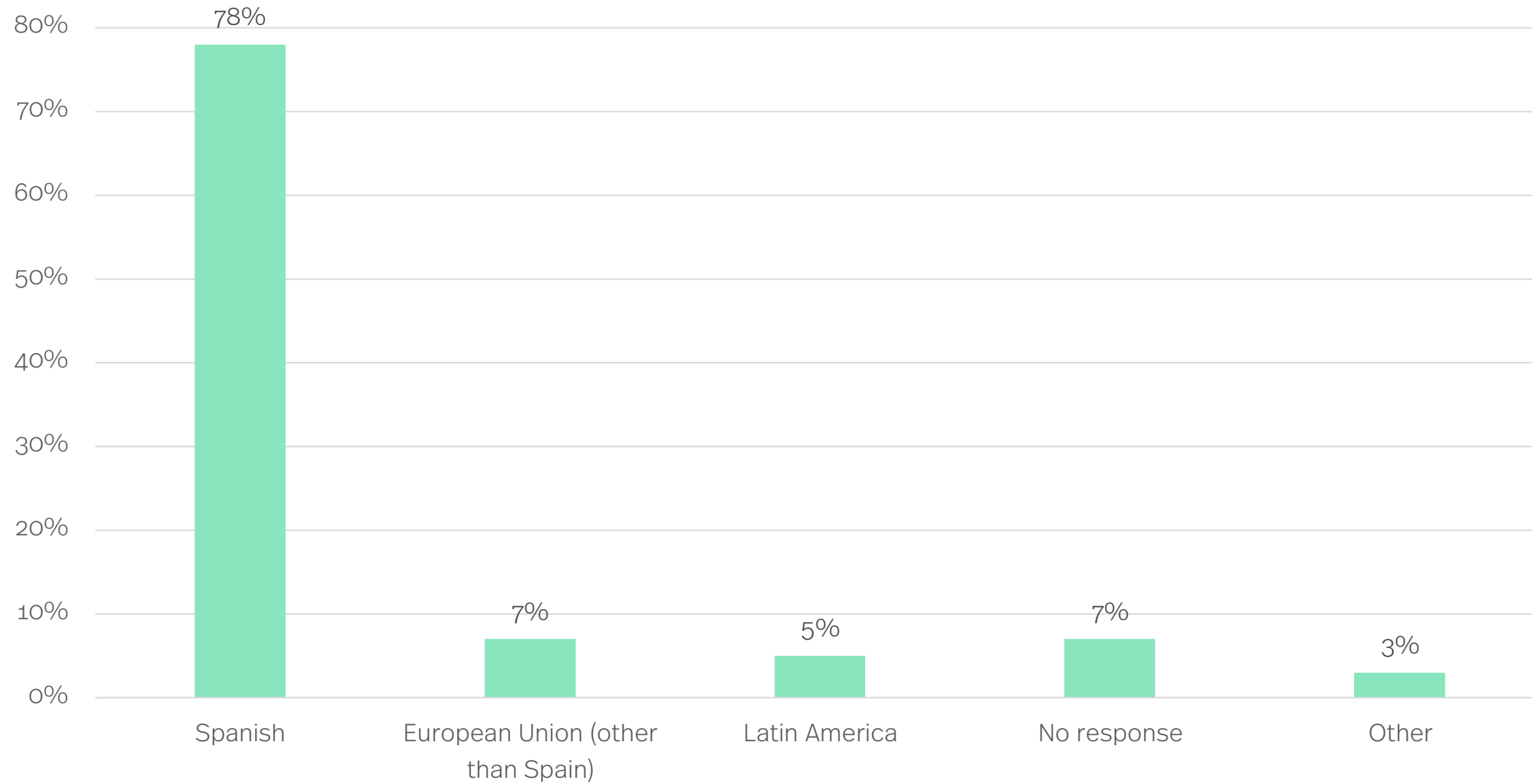
All staff



Nationality



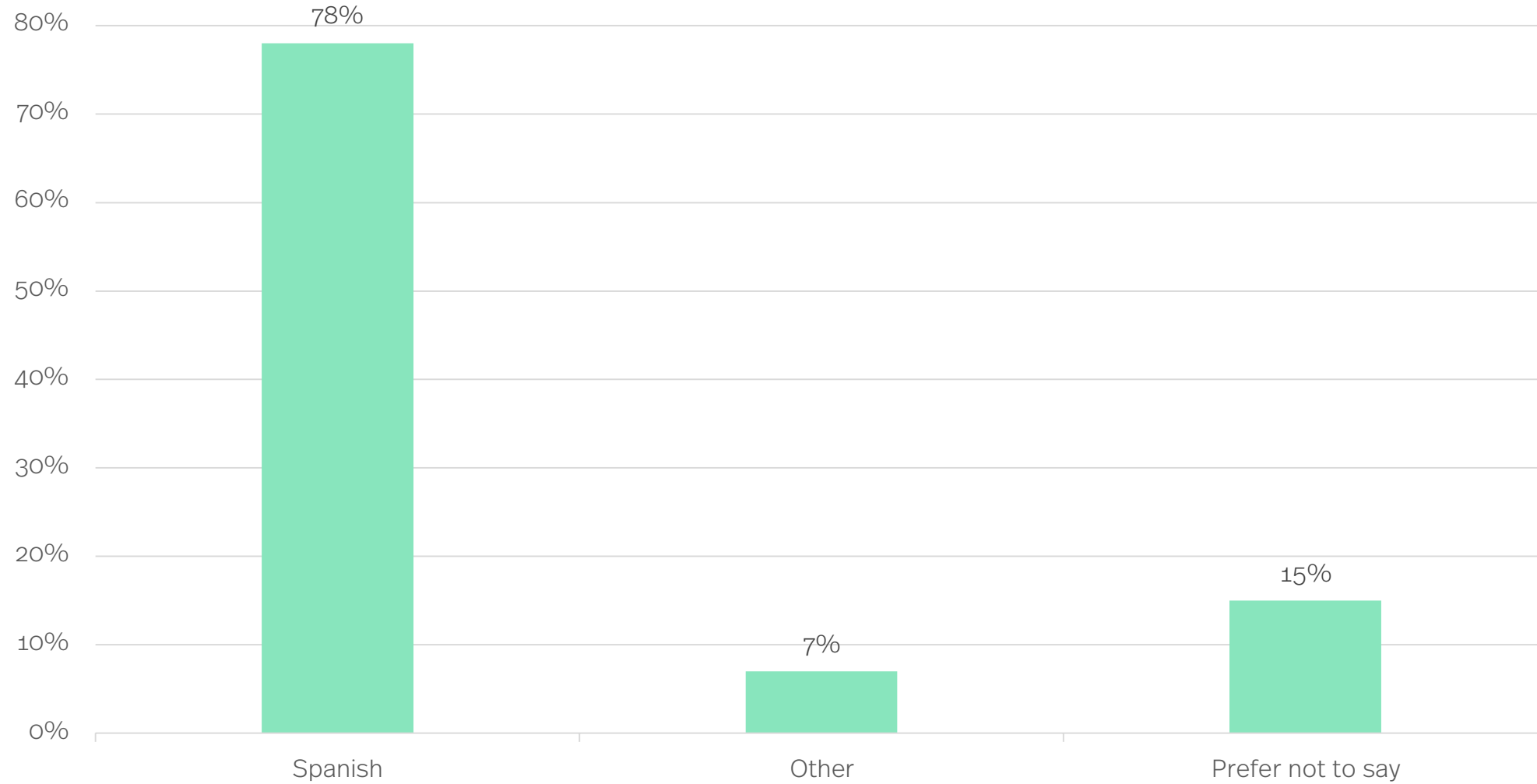
All staff



Nationality of parents



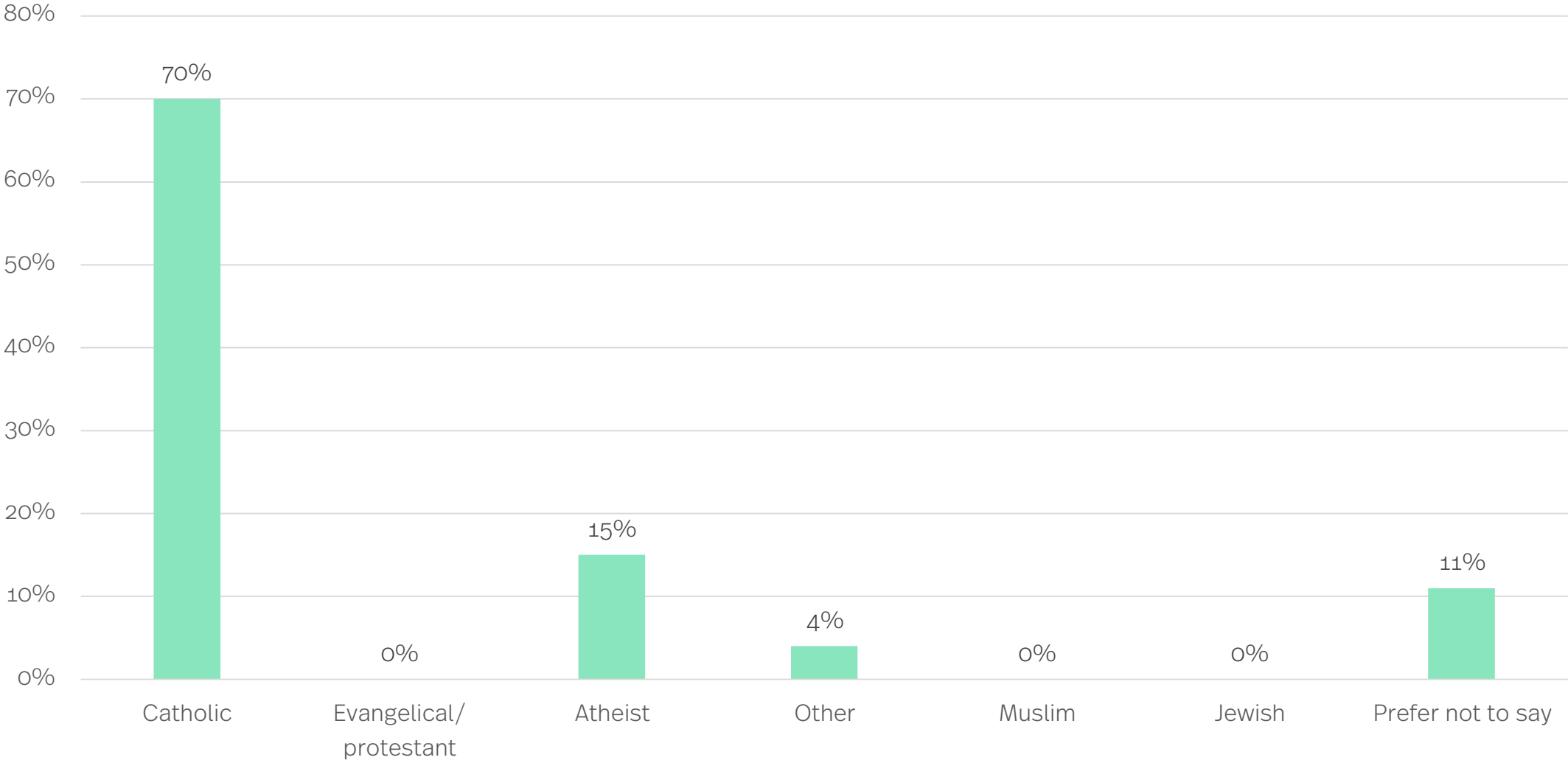
All staff



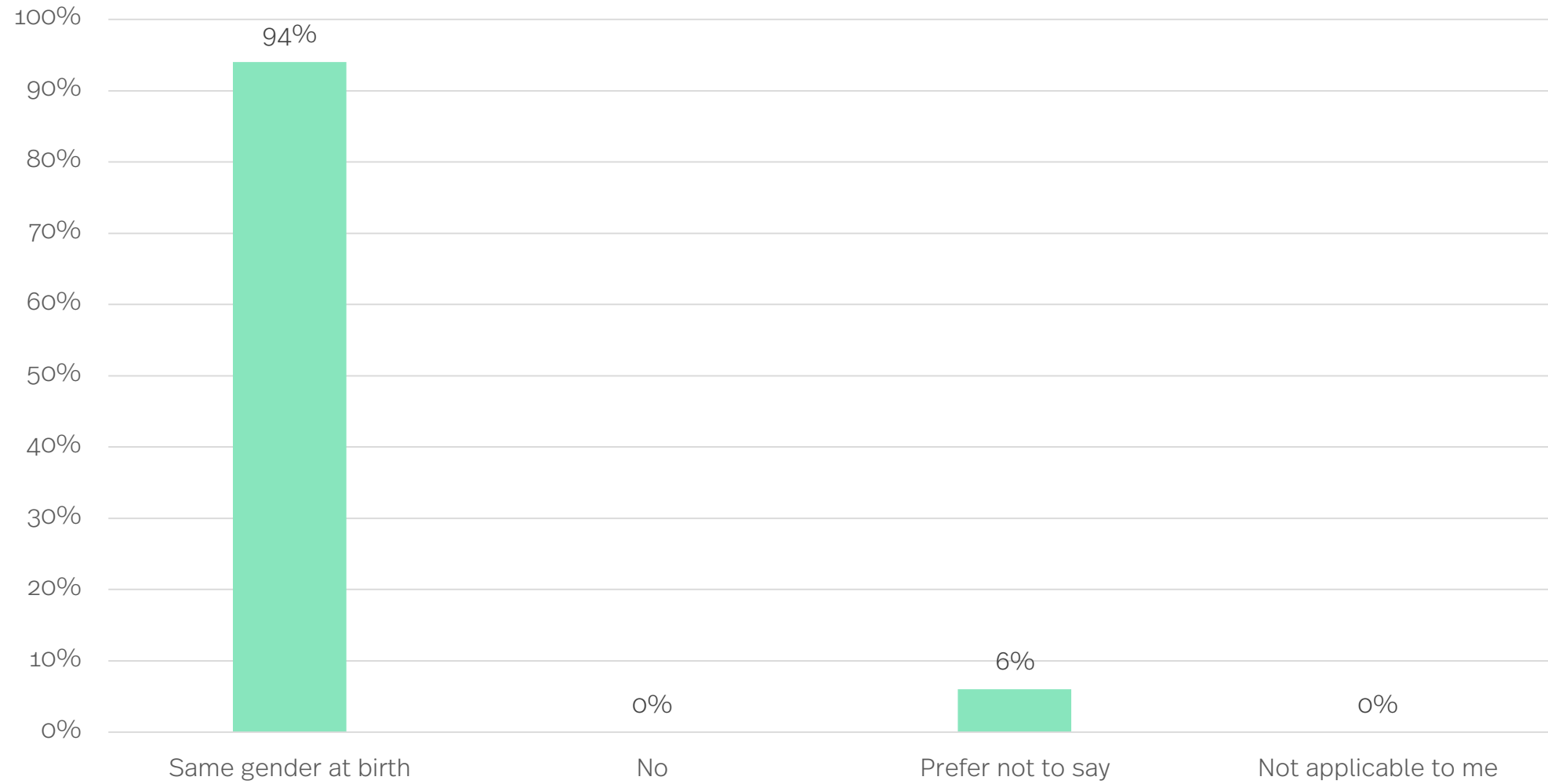
Religion and belief



All staff



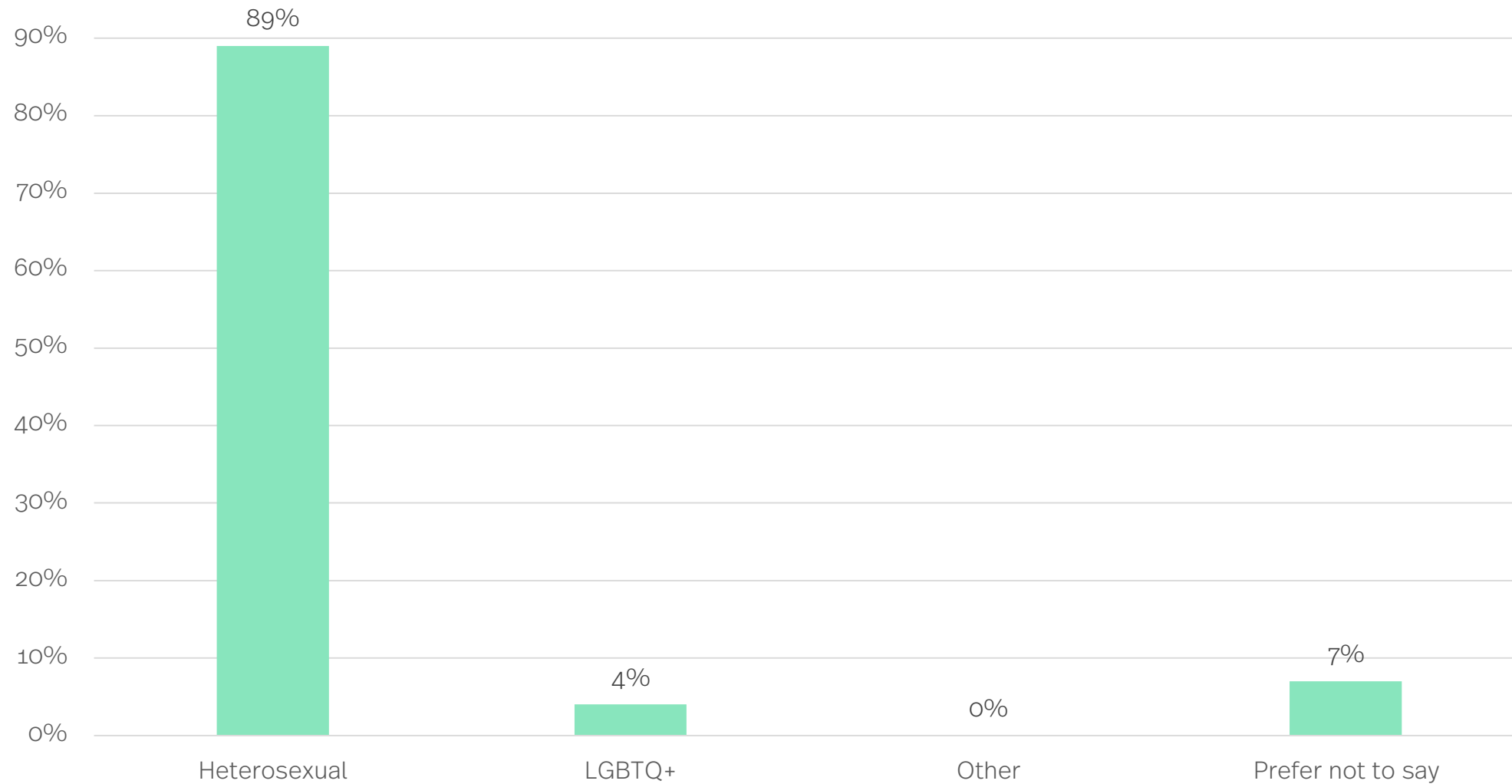
All staff



Sexual orientation



All staff

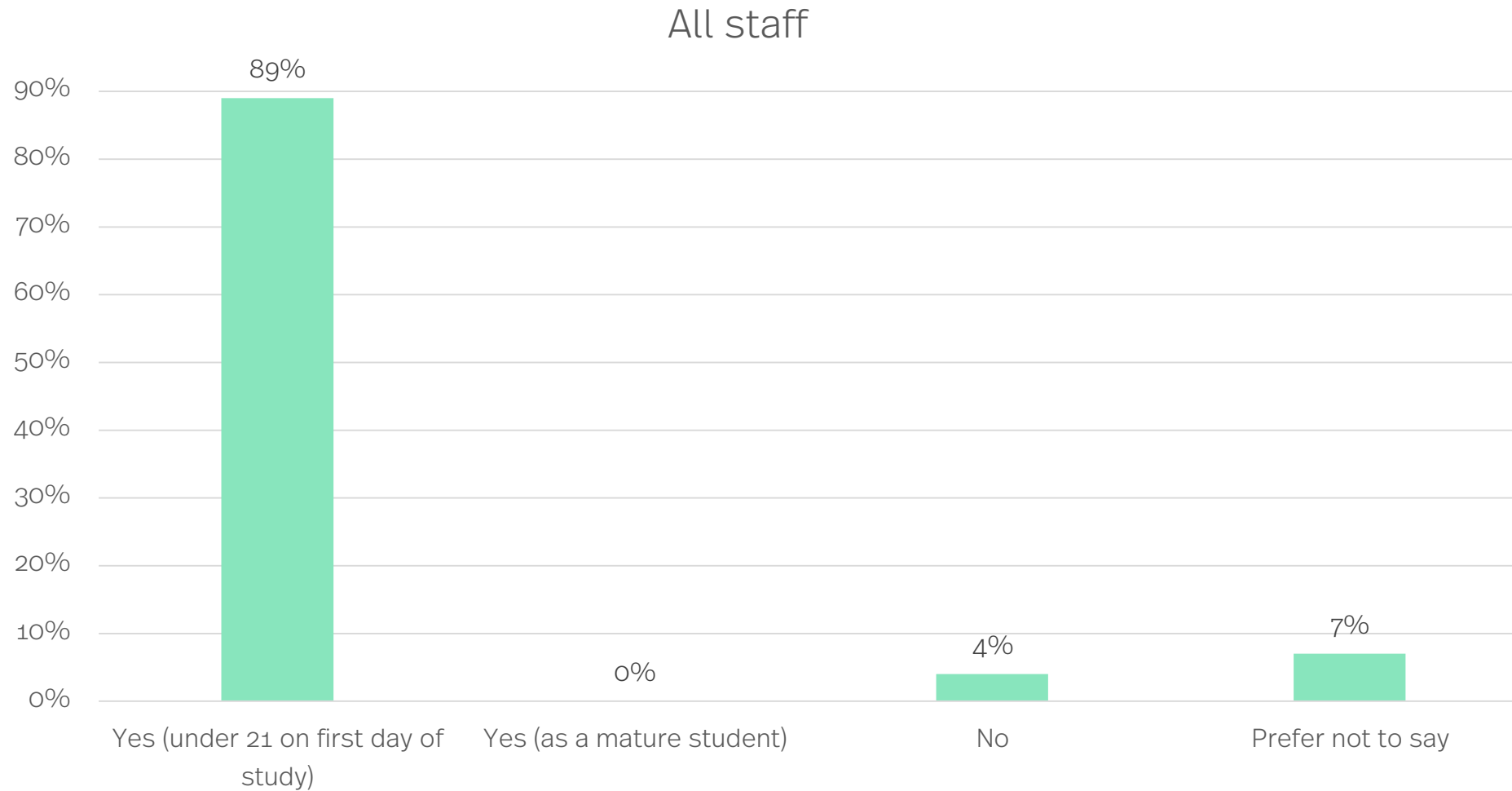


NB: LGBTQ+ refers to those who identify as bisexual, gay, lesbian or other.

Socio-economic diversity



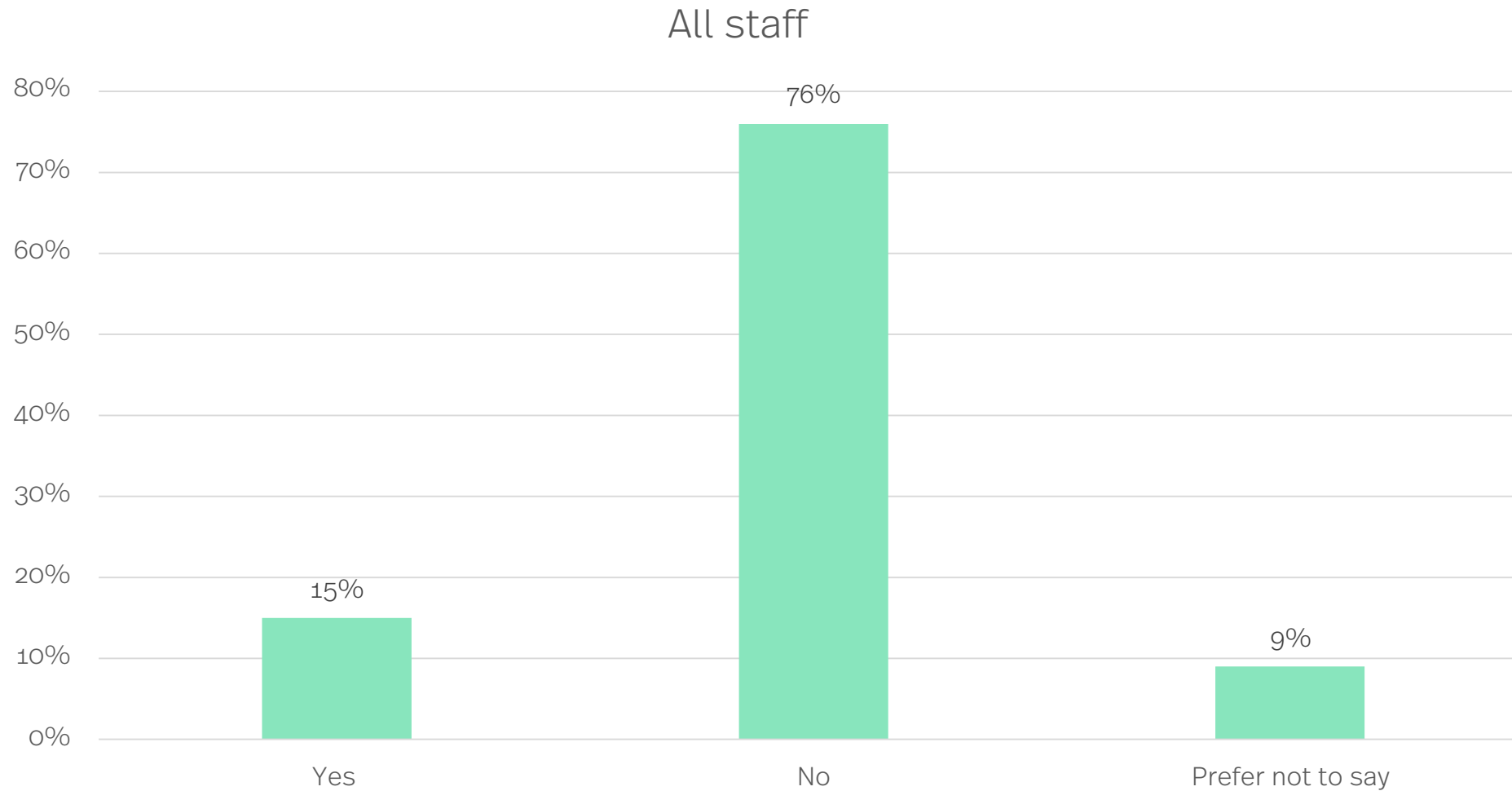
Do you have university studies and/or recognised qualifications in Spain?



Education



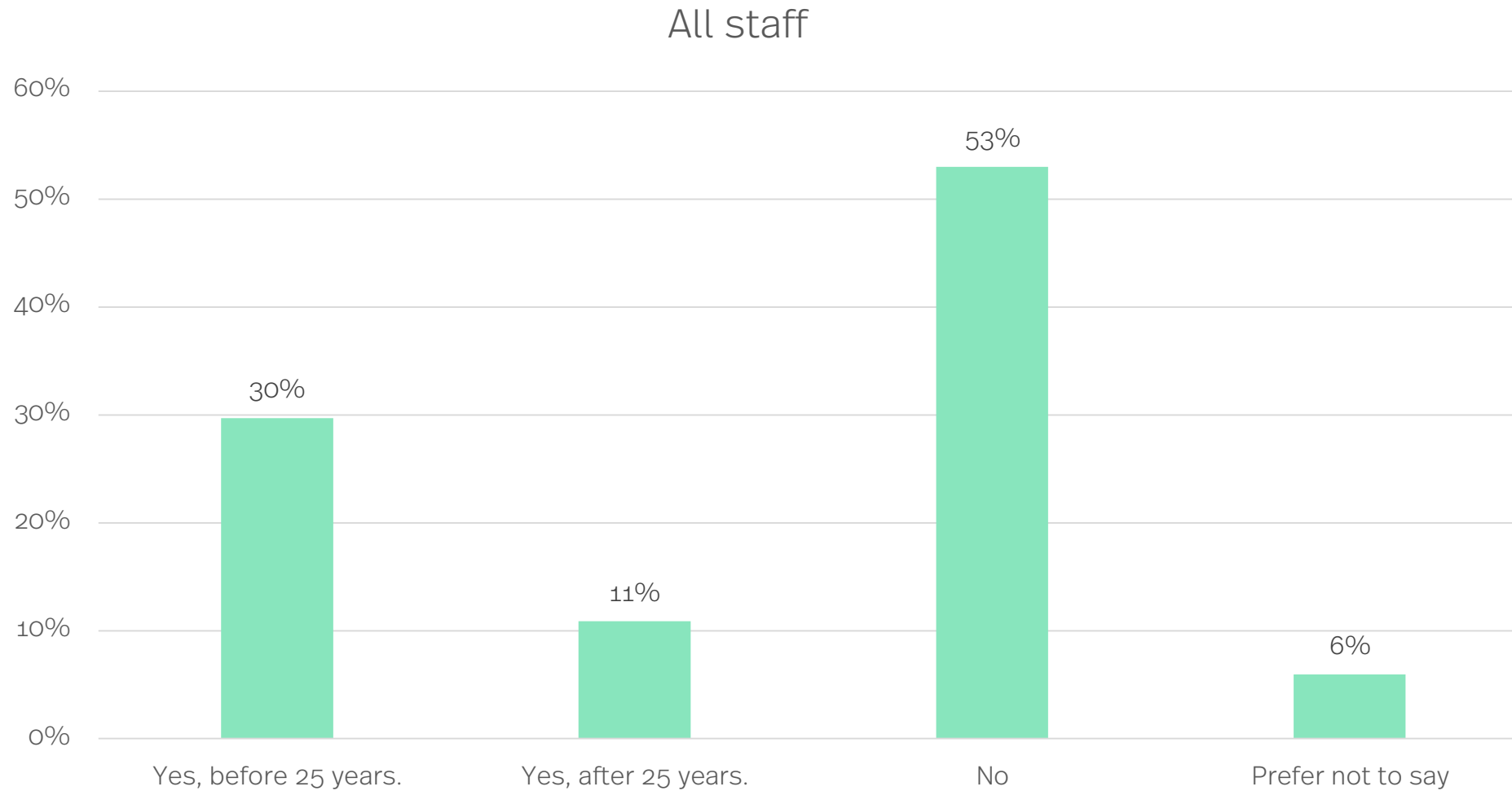
Do you have university degrees obtained in countries outside of Spain?



Education



Do you have a middle or higher qualification, other than a university degree?

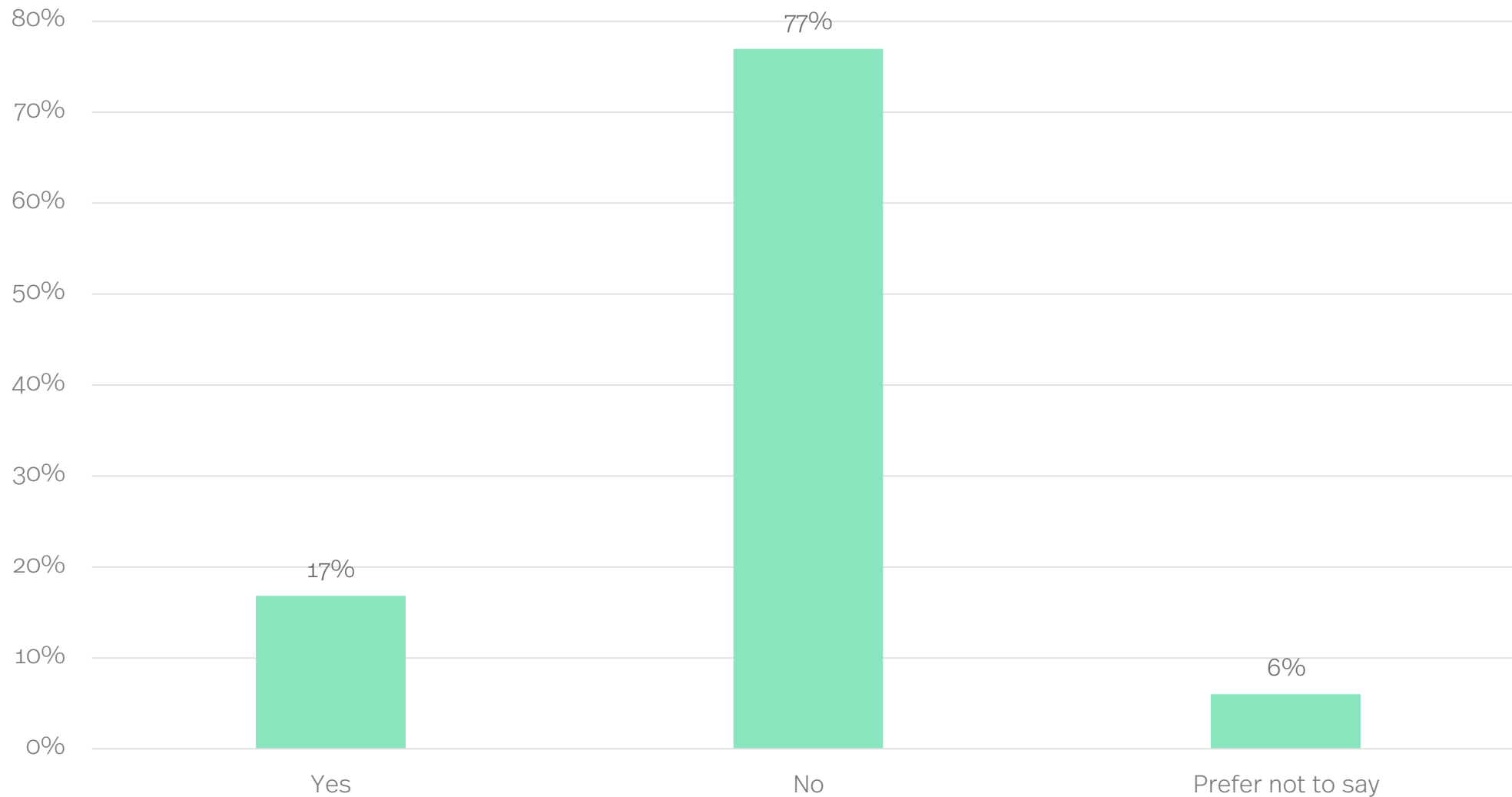


Socio-economic diversity



Are you the first person in your immediate family to have attended university?

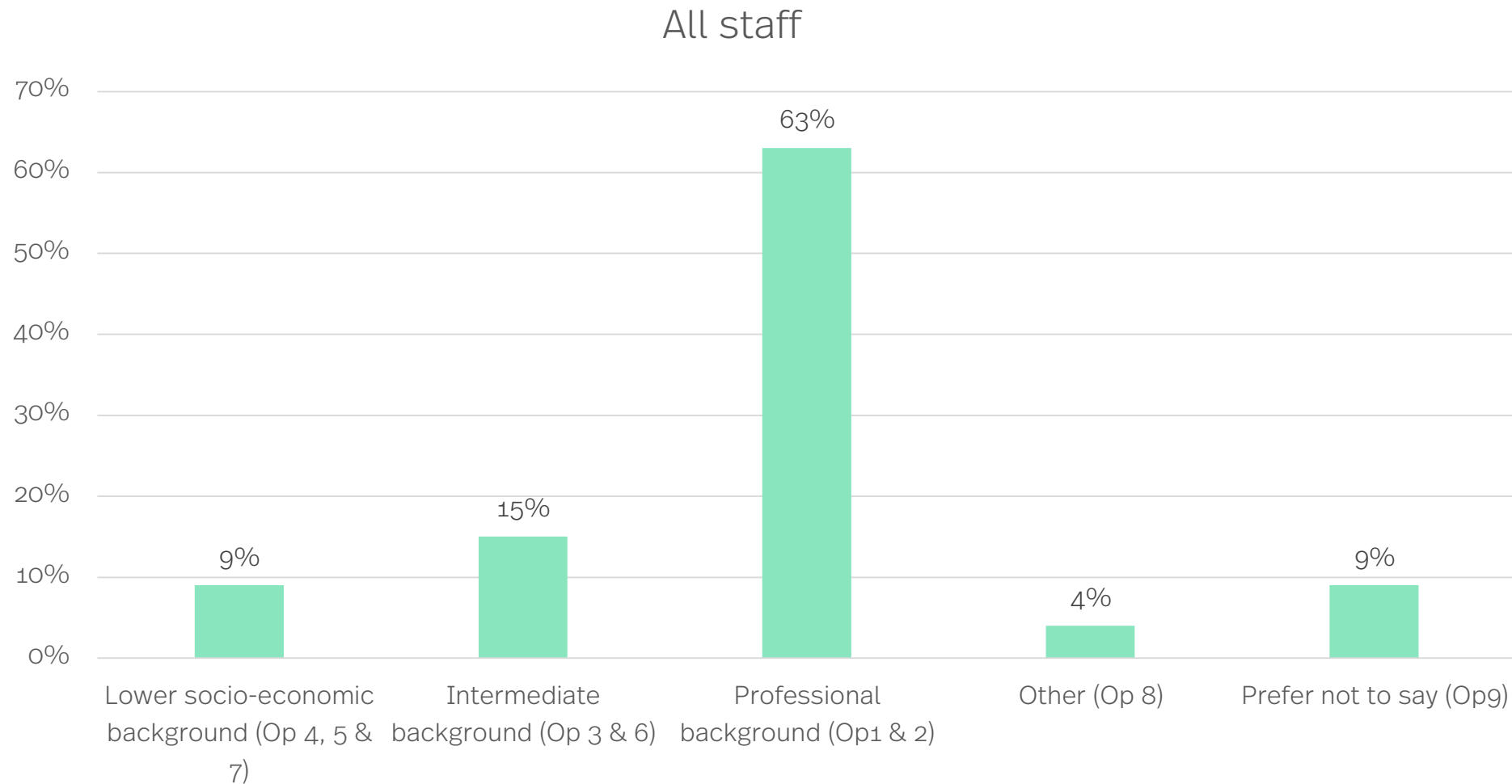
All staff



Socio-economic diversity



Occupation of the main household earner

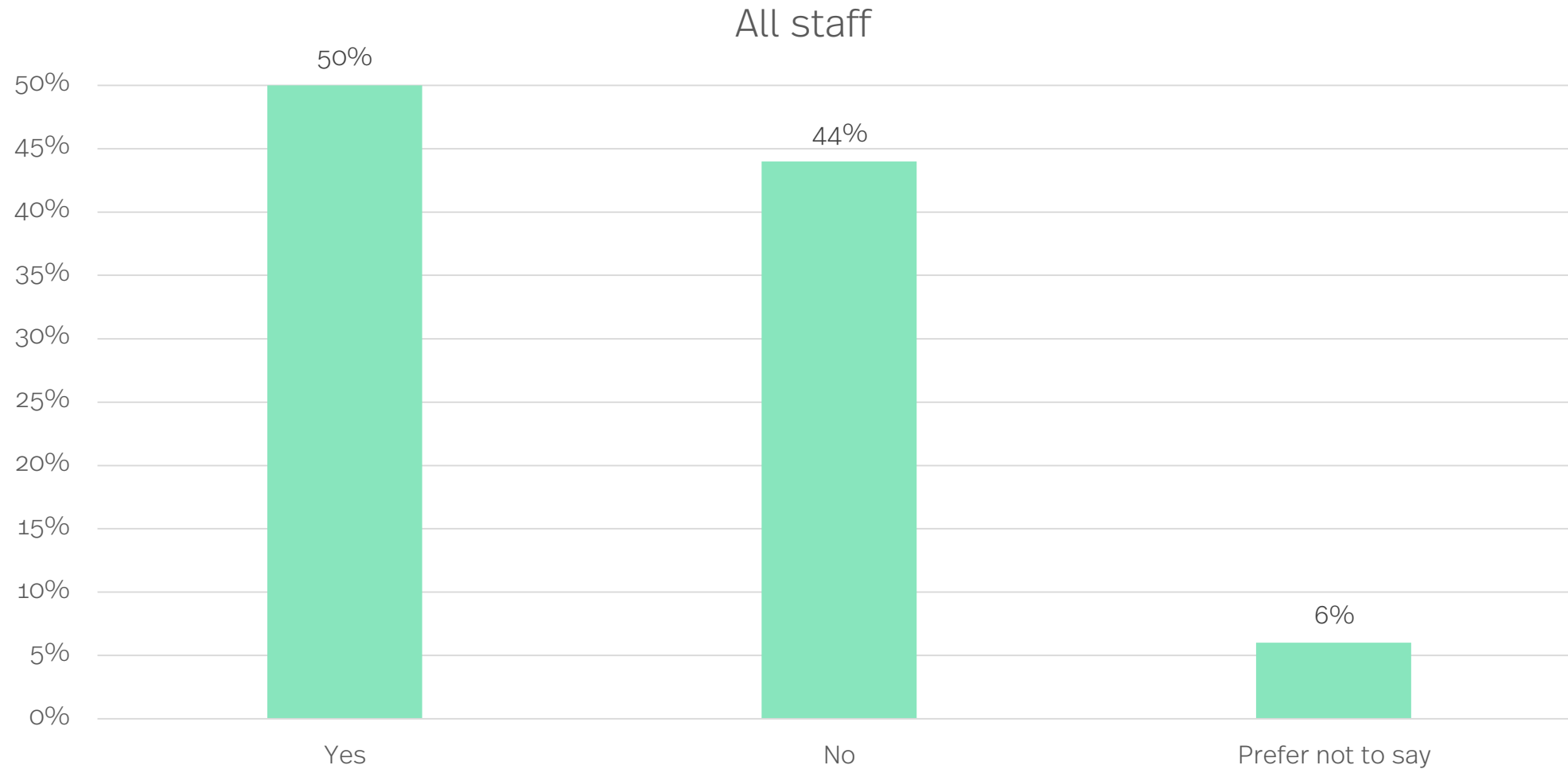


NB: Option 1 (Modern professional and traditional professional occupations), Option 2 (Senior, middle or junior managers or administrators), Option 3 (Clerical and intermediate occupations), Option 4 (Technical and craft operations), Option 5 (Routine, semi-routine, manual and service occupations), Option 6 (Small business owners who employed less than 25 people), Option 7 (Long term unemployed), Option 8 (Other, including retired, this question does not apply to me, I don't know), Option 9 (Prefer not to say).

Caretaking responsibilities



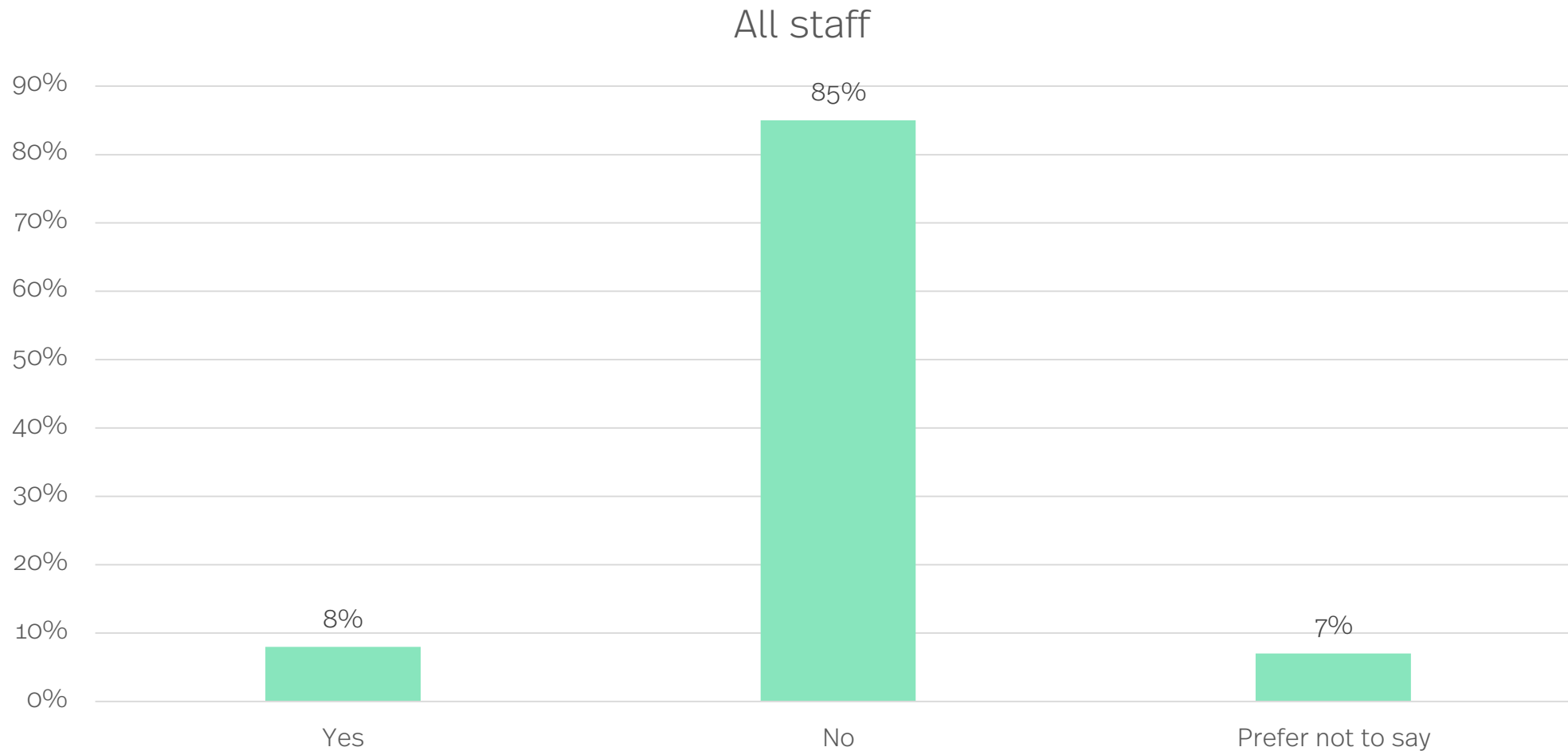
Are you the primary carer for a child or children under 18?



Caretaking responsibilities



Are you a carer for family members, friends, neighbours or others because of long term conditions?



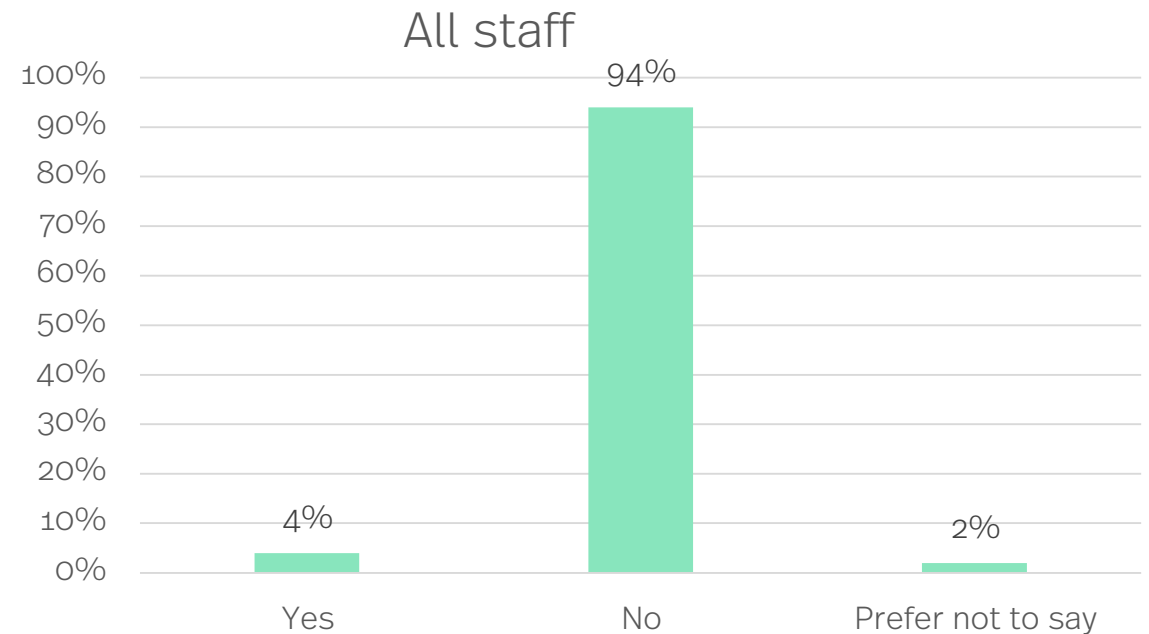
Disability



Do you have a disability or a long-standing health issue?



Are day to day activities limited for you by health problems or disability?



Neurodiversity

Are you neurodiverse?



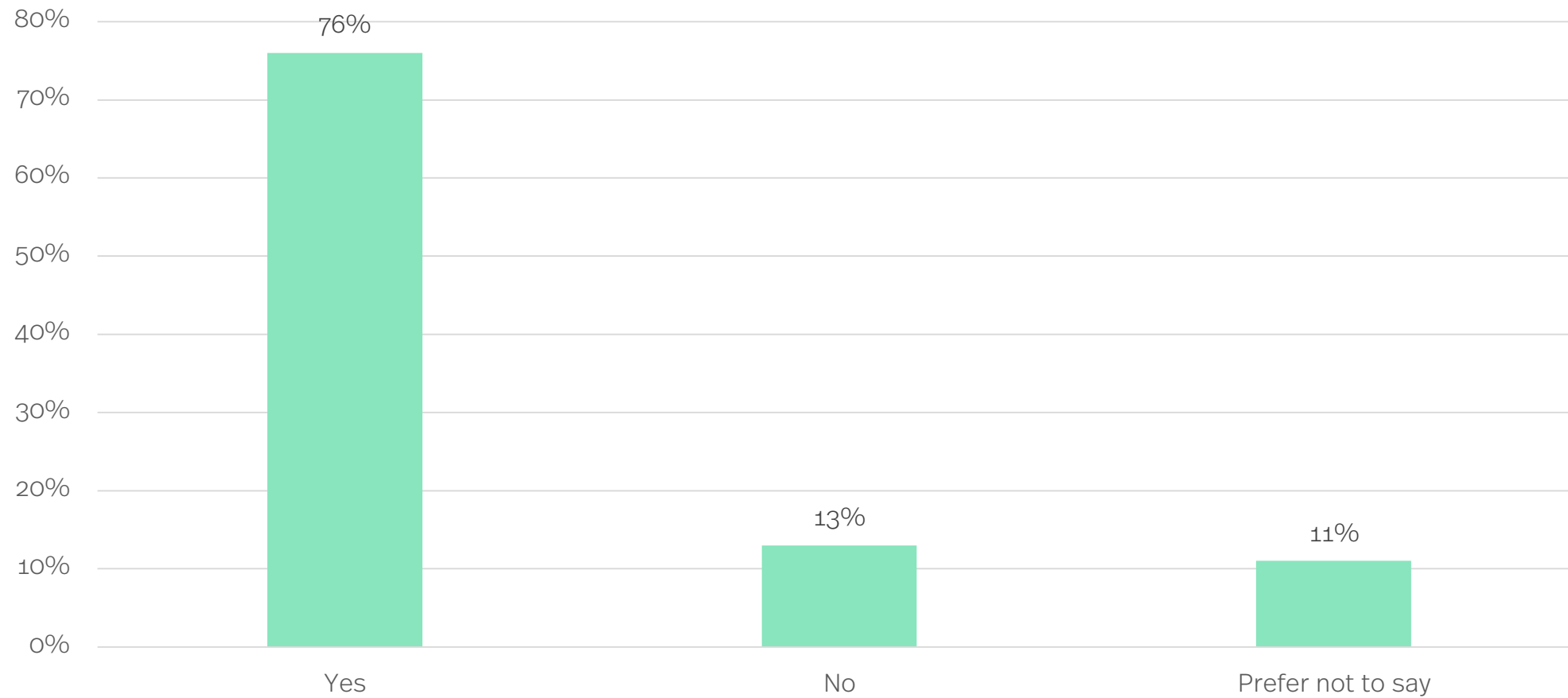
NB: Neurodiverse differences include conditions such as AD(H)D, Autism, Dyscalculia, and Dyslexia.

Identity



Can you live out your own identity at work?

All staff



[simmons-simmons.com](https://www.simmons-simmons.com)

STRICTLY PRIVATE AND CONFIDENTIAL

© Simmons & Simmons LLP and its licensors. All rights asserted and reserved. This document is for general guidance only. It does not contain definitive advice. Simmons & Simmons LLP is a limited liability partnership registered in England & Wales with number OC352713 and with its registered office at CityPoint, One Ropemaker Street, London EC2Y 9SS, United Kingdom. It is authorised and regulated by the Solicitors Regulation Authority and its SRA ID number is 533587. The word "partner" refers to a member of Simmons & Simmons LLP or one of its affiliates, or an employee or consultant with equivalent standing and qualifications. A list of members and other partners together with their professional qualifications is available for inspection at the above address.