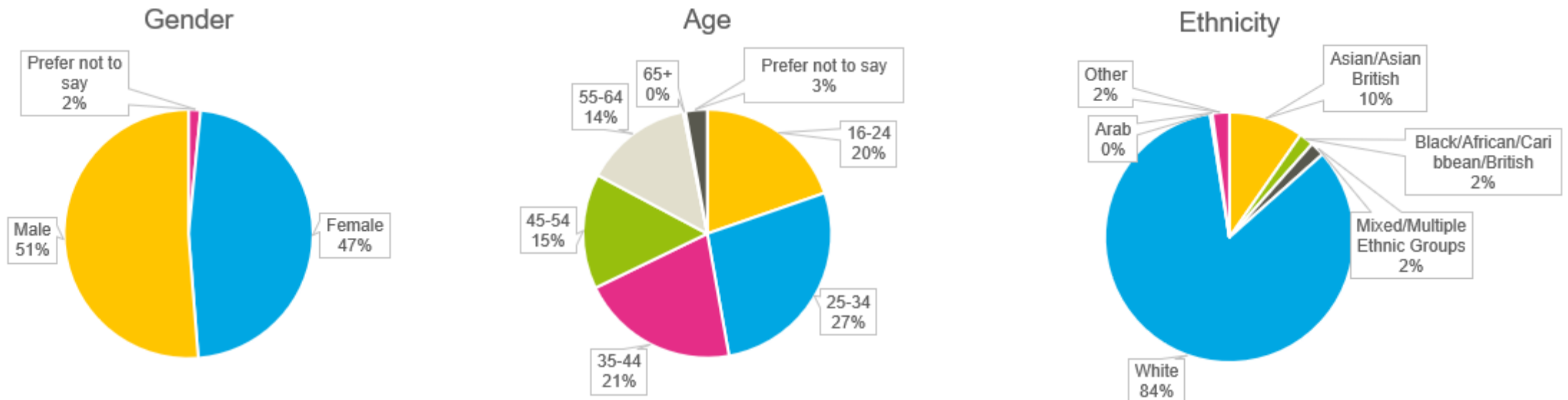


ICAEW PROBATE DIVERSITY SURVEY 2023

SUMMARY OF RESULTS

We are committed to making changes to bring about our vision to make Menzies a place where all can thrive, irrespective of background and characteristics.

The results below are based on the data we hold from employee participation in the survey, and is correct as at April 2023.



Please note that exemption has been taken from publishing the full data set to ensure that individual staff members aren't identifiable.

