

Pratima Glazer of Ripe Probate Limited is licensed by the Institute of Chartered Accountants in England and Wales (ICAEW) to carry out non-contentious probate services. As part of our license, we are required to undertake a diversity survey every two years and publish a summary of the results.

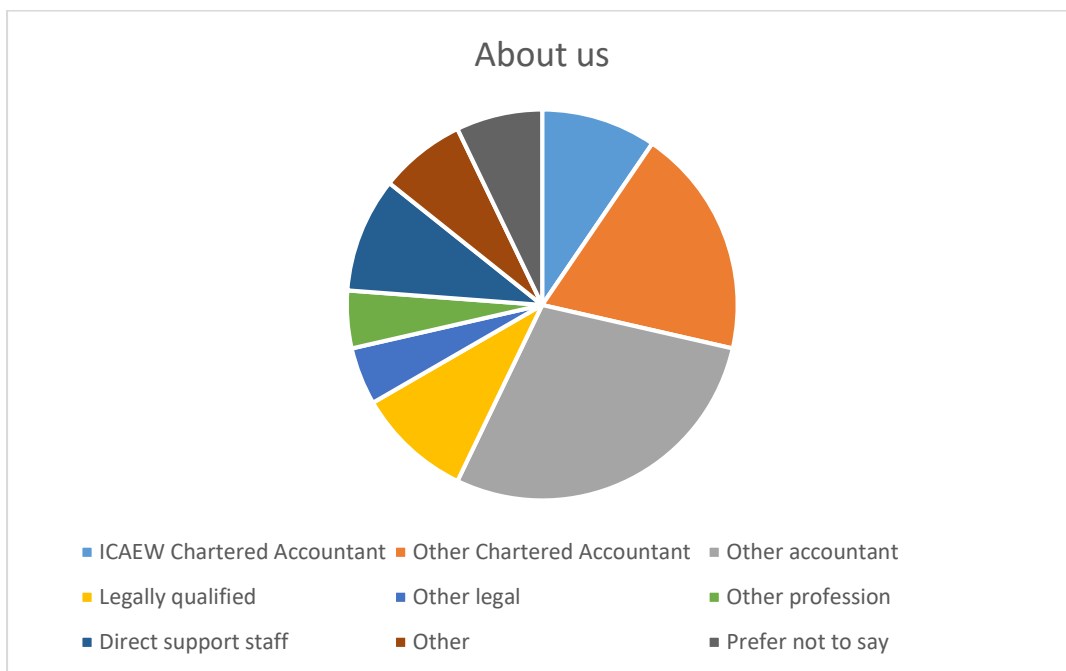
The firm strongly objects to doing this as to ask the questions of staff feels in itself discriminatory. We recruit solely on merit and not on colour, beliefs or any other criteria other than skills and experience.

ICAEW were happy for us to extend the voluntary diversity survey to all our staff and the Ripe Group consists of:

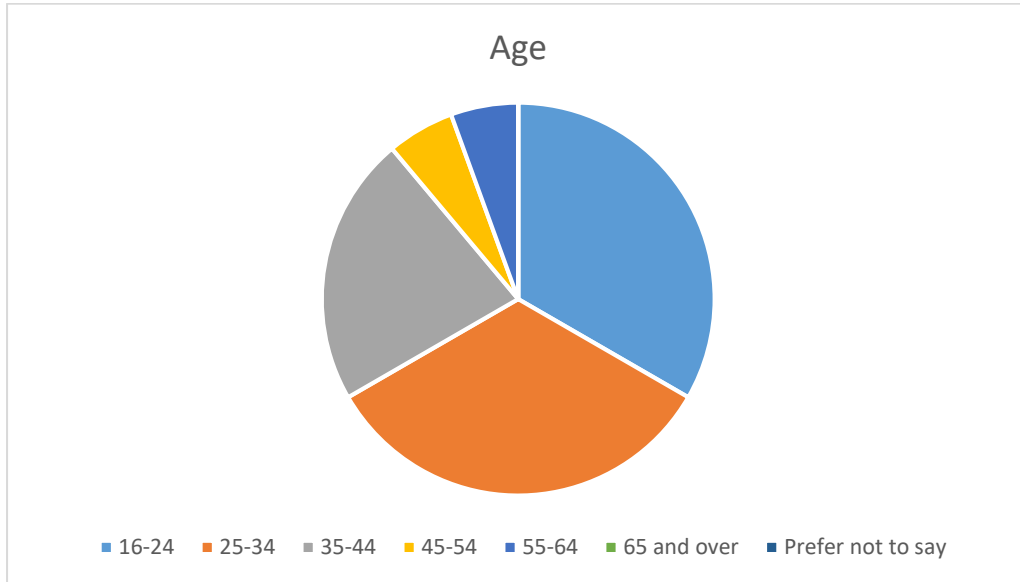
- Ripe LLP is a Limited Liability Partnership incorporated in England & Wales Registration number OC327651;
- Ripe Ltd incorporated in England & Wales Registered number 06223811;
- Ripe Probate Ltd incorporated in England & Wales Registered number 13617749 (Registered Office address: 9a Burroughs Gardens, London, NW4 4AU);
- Ripe Accountancy Services Private Ltd incorporated in India.

Below are the results of the diversity monitoring in March 2023:

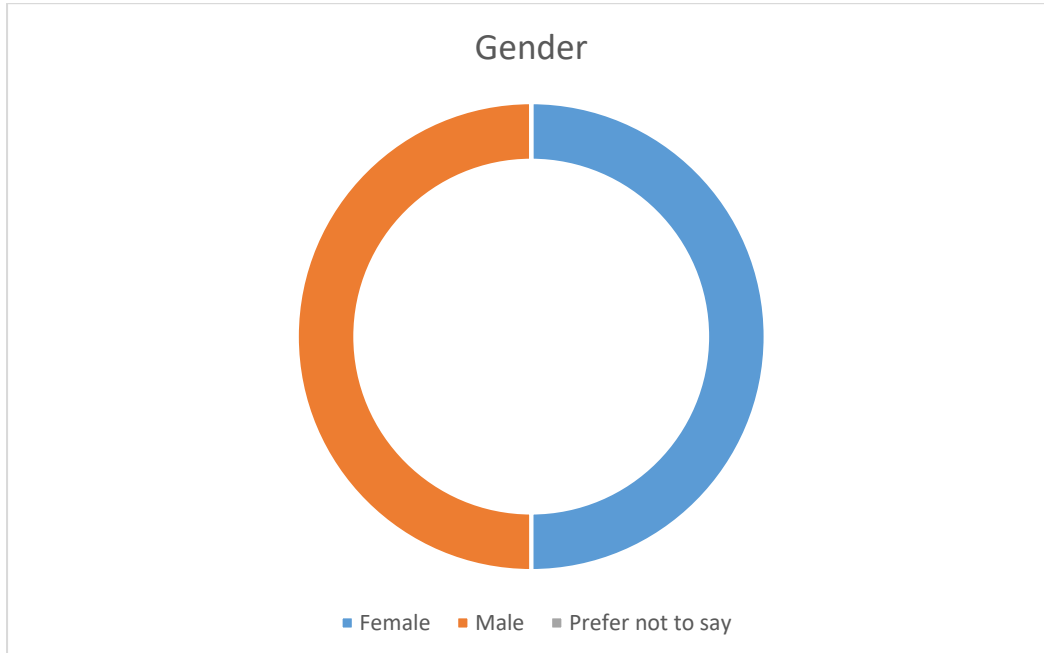
**1. About us:**



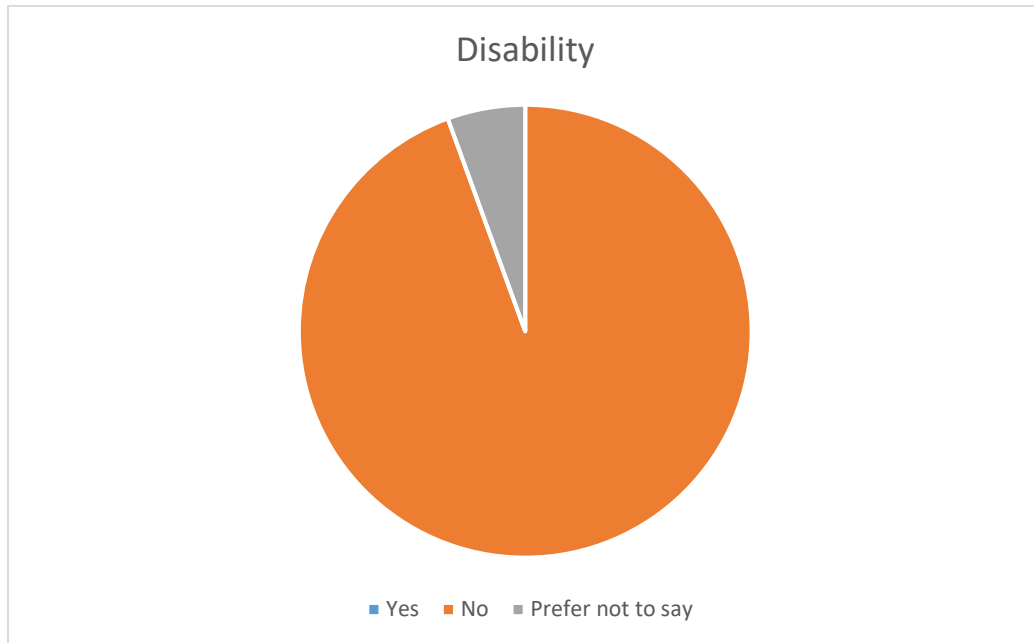
2. Age:



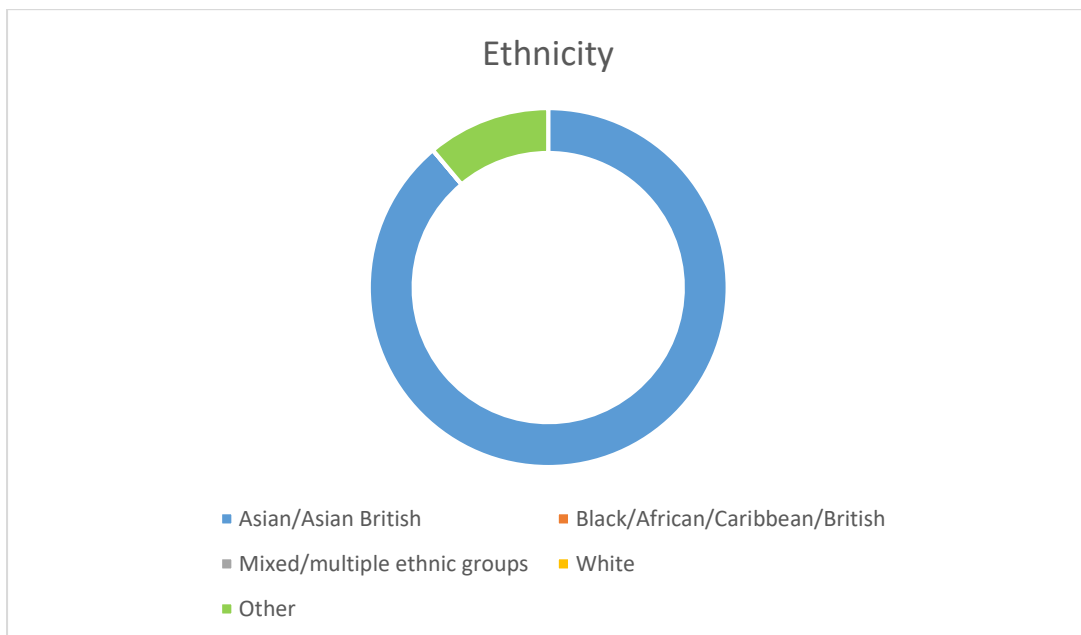
3. Gender:



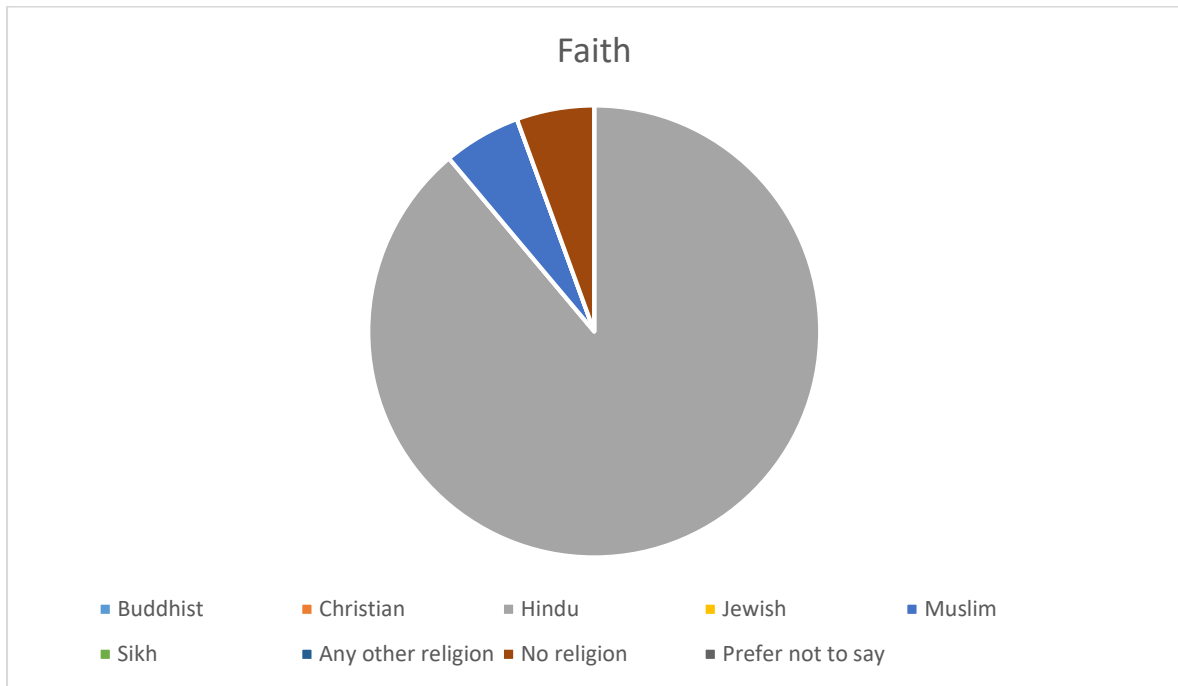
4. **Disability:**



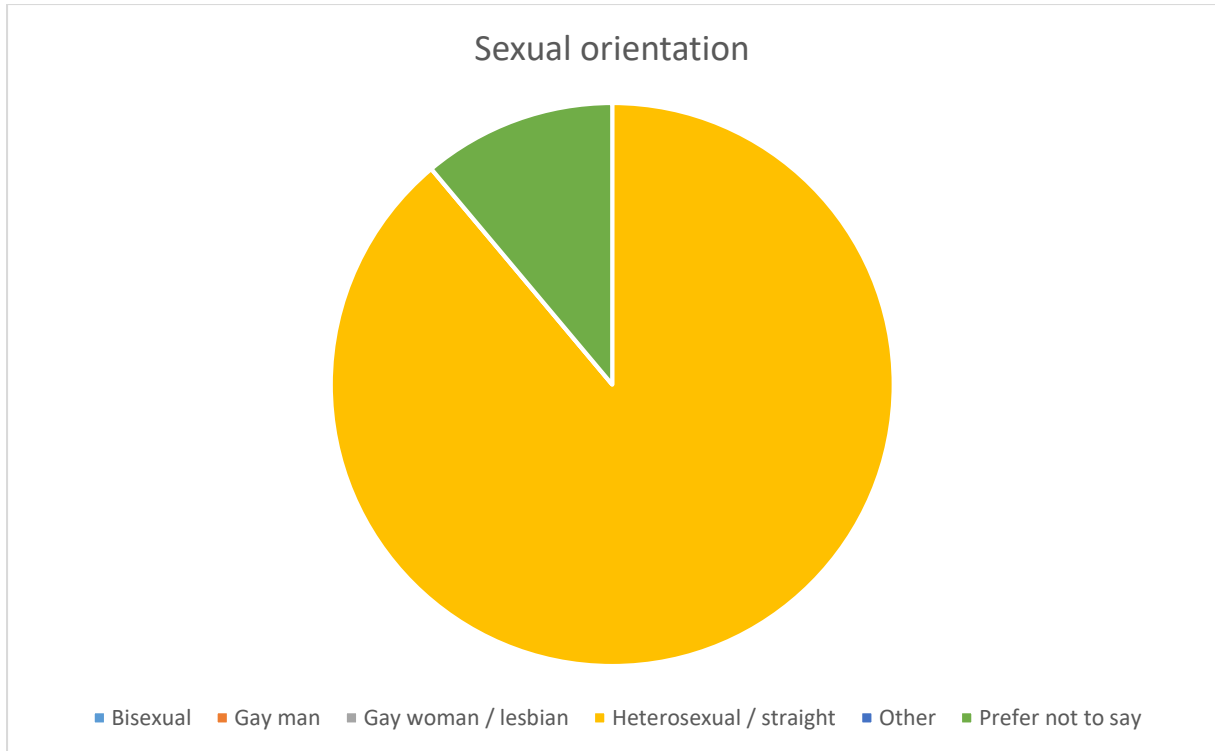
5. **Ethnicity:**



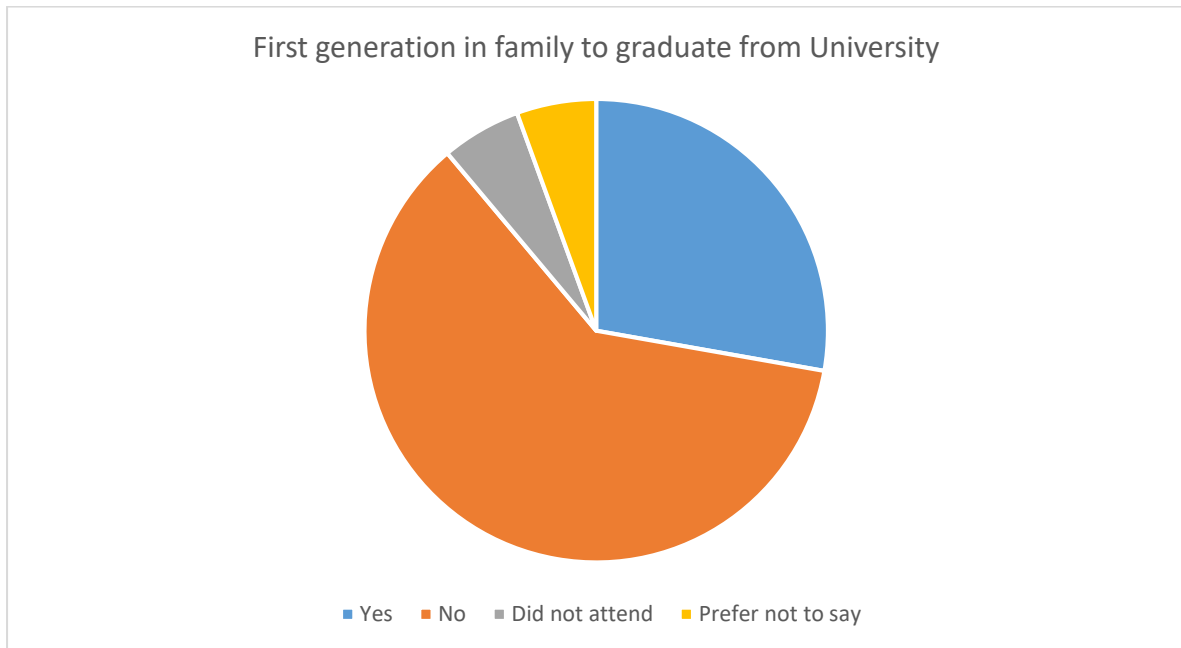
6. Faith:



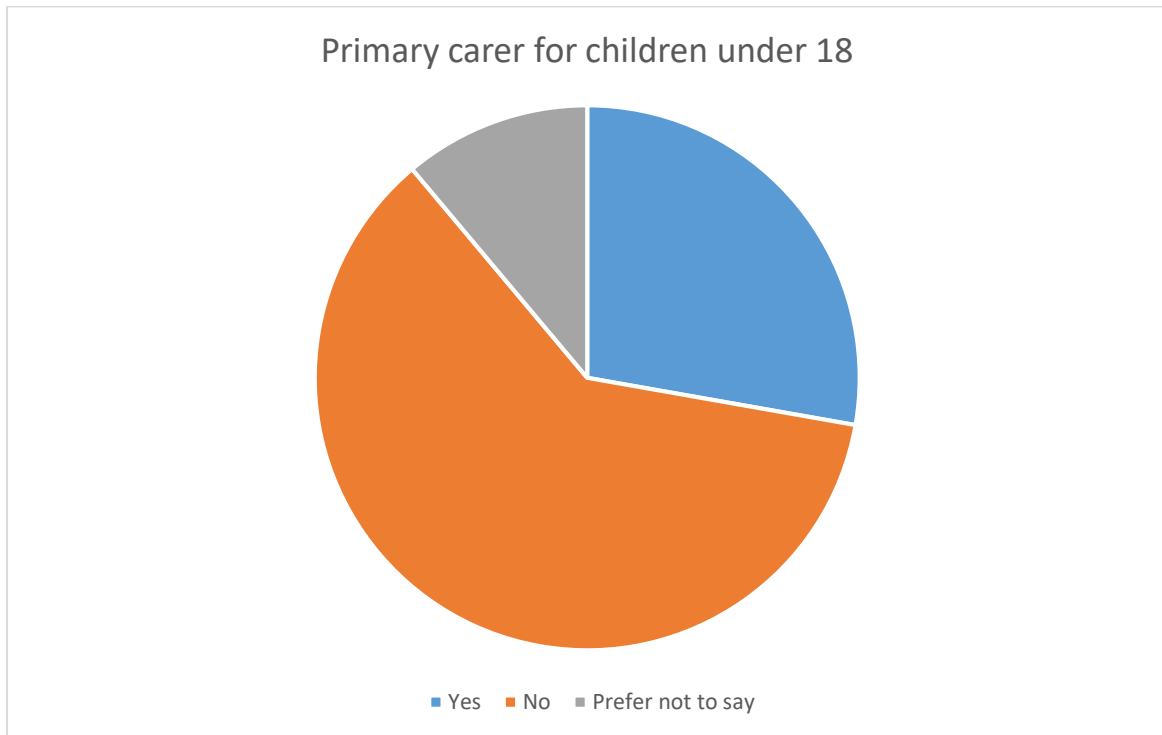
7. Sexual orientation:



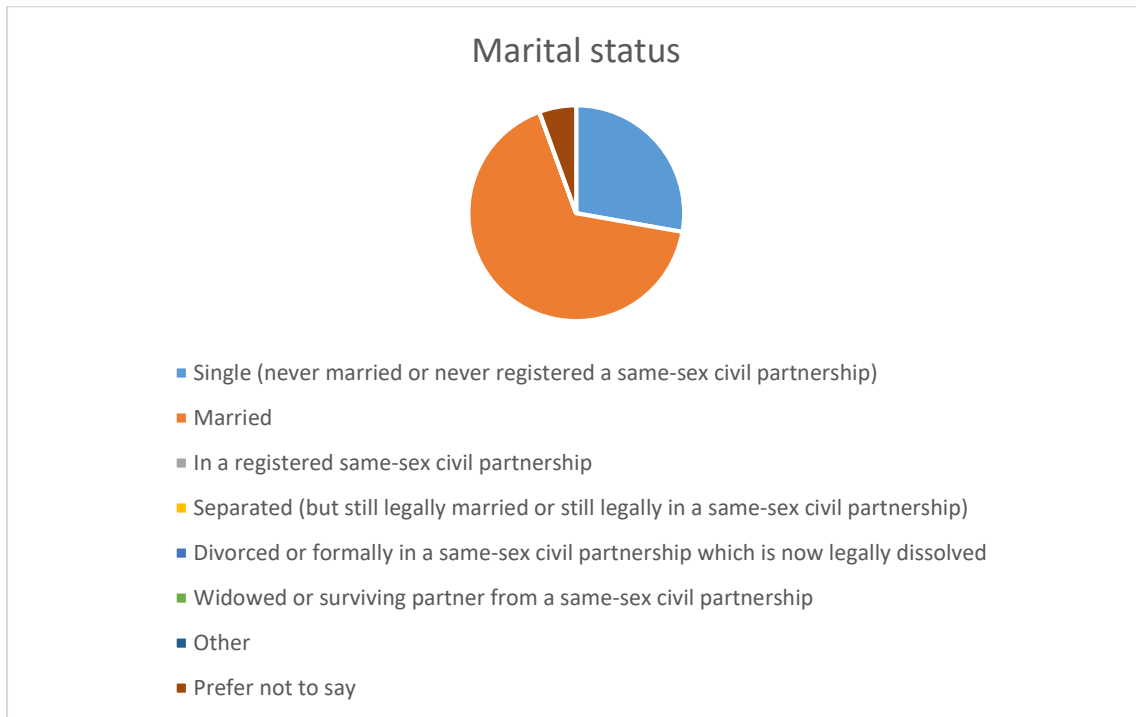
**8. First generation in family to graduate from University:**



**9. Primary carer for children under 18:**



**10. Marital status:**



**11. Maternity leave:**

