

**WOMEN  
WHO  
WILL  
2024**

**PAVING THE WAY**  
**Women Leaders in Law**

**Baker  
McKenzie.**

NEXT  
HUNDRED  
YEARS **100**

**belisk**





**It's about putting yourself forward, taking the opportunities, and believing in yourself.**

**Dame Alison Saunders, DCB**

Barrister and former Director of Public Prosecutions



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IMAGE: Baroness Carr



# Foreword

It is a delight to be celebrating another collection of outstanding female legal talent.

This publication coincides with my first full year in the role of Lady Chief Justice and one of the most enjoyable parts of the job has involved meeting and seeing so many young and talented future leaders in action – this is one of the best parts of the job!

I would like to congratulate all those mentioned in the publication. I have enjoyed and been inspired by reading the short extracts that detail your individual legal journeys; the variety and breadth of your experience and work is extraordinary.

The official statistics report that the female proportion in all legal profession groups (barristers, solicitors & CILEX) has gradually risen since 2014. As of 1st April this year, 40% of barristers and 43% of judges were female. So, great progress - but no room for complacency. We still – of course – have much to do in improving gender diversity across the professions. Women are generally well represented, particularly now at entry level although we still see fewer women in the top positions. And although progress has been made in improving the prospects for women in the law generally, the path is much harder for some women compared to others.

I would encourage all young women to consider a legal career, the possibilities are endless and the work always interesting. Personally, you will be challenged and develop resilience and character alongside unique skills and expertise. As legal professionals we must also continue to inspire, inform and educate others of the opportunities provided by the sector.

Well done all – I will remember your names and watch with great interest.

**Baroness Carr.**  
Lady Chief Justice of England and Wales





IMAGE: Dana Denis-Smith



# Introduction

## A Letter from Dana Denis-Smith.

Each year, the “Women Who Will” report celebrates the achievements and ongoing contributions of female leaders in the legal profession. With our roll call, we wish to highlight their pivotal role in shaping a more diverse and inclusive future for the profession and generations coming behind.

As we enter 2024, the importance of recognising and promoting women in leadership positions within the legal sector has never been more apparent, with recent statistics showing that women now make up the majority of practising solicitors in England and Wales.

Despite this progress, challenges persist in advancing women to senior leadership roles. The Law Society’s 2022 annual statistics report revealed that while women represent over 60% of new entrants into the profession, there remains a significant gap in their representation at the highest levels. This underscores the critical need for initiatives like “Women Who Will” to spotlight trailblazers who are breaking down barriers, challenging stereotypes, and paving the way for future generations of female lawyers.

In 2023, the legal profession in England and Wales saw notable advancements in gender equality efforts. The implementation of agile working practices, mentorship programs, and diversity initiatives by leading law firms has contributed to a more supportive environment for women’s career progression. Additionally, the ongoing work of organisations like the Next 100 Years Project and the Law Society’s Women in Leadership in Law campaign has kept the focus on creating equal opportunities and representation for women in the legal sector. As we look to 2024, the “Women Who Will” report serves as a beacon of inspiration, showcasing the diverse talents and leadership qualities that women bring to the legal profession and emphasising the crucial role they play in driving innovation, equality, and excellence in law.

**Dana Denis-Smith**  
CEO, Obelisk Support  
Founder, Next 100 Years



# Diversity Statistics: A Snapshot

2022

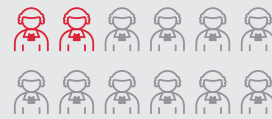
2023

2024

## UK Supreme Court



**1 in 12**  
Justices are women +  
None are BAME



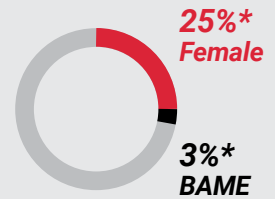
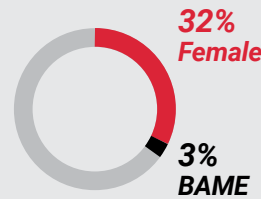
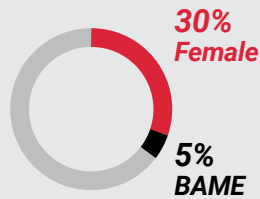
**2 in 12**  
Justices are women +  
None are BAME



**2 in 12\***  
Justices are women +  
None are BAME

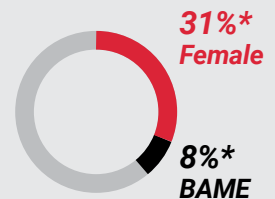
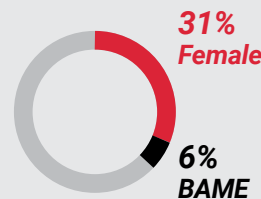
\*Data: The Supreme Court - Biographies of the Justices

## Court of Appeal



\*Data: Ministry of Justice, Diversity of the judiciary: Legal professions, new appointments and current post-holders - 2024 Statistics. Published 11 July 2024, Figure 8 & 21

## High Court



\*Data: Ministry of Justice, Diversity of the judiciary: Legal professions, new appointments and current post-holders - 2024 Statistics. Published 11 July 2024, Figure 8 & 21



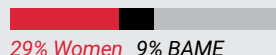
2022

2023

2024

### Law Firms

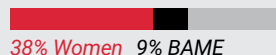
#### Senior Leadership Positions:



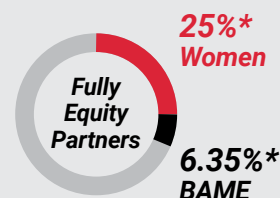
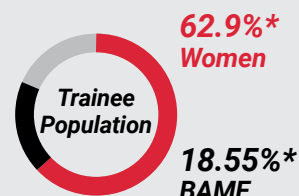
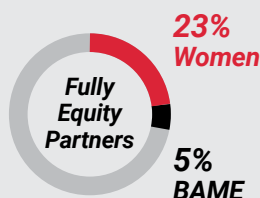
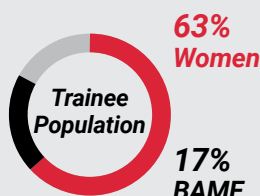
#### Managing Partners:



#### Senior Partners:

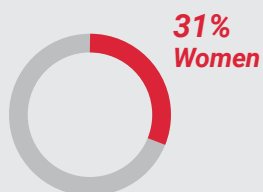


#### CEOs:



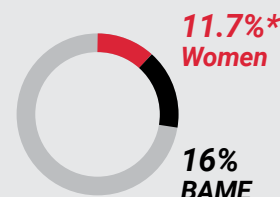
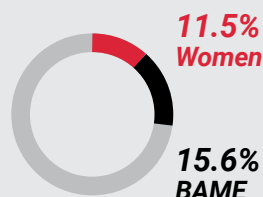
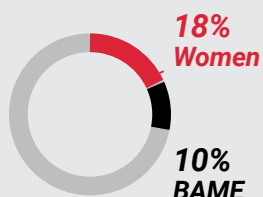
\*Data: Industry in Focus, Bold steps to sustainable transformation, PwC Law Firms' Survey 2023

### In House (General Counsel at FTSE 100 Companies)



\*Data: FTSE Women Leaders Review Achieving Gender Balance, February 2024

### Bar (% of King's Counsel are)



\*Data: Bar Standards Board, King's Counsel statistics



# The Indisputable Rise of Women in Law





## i Women Legal Leaders The Power of Difference

In the year leading up to October 2024, the legal profession in England and Wales has seen significant progress in promoting women to leadership positions. A major milestone was the appointment of Shabana Mahmood as the first Muslim and second female Lord Chancellor in history, taking office in July 2024. This appointment underscores the growing diversity in top legal roles. The “Women Who Will 2024” report continues to celebrate emerging female leaders in law, highlighting their contributions to breaking down barriers and challenging stereotypes. Despite these advancements, challenges persist in moving women into senior leadership positions, as noted by industry experts. The legal sector has been actively implementing initiatives such as agile working practices and mentorship programmes to support women’s career progression, reflecting a continued commitment to gender equality in the profession.

## ii Double Disadvantage

Women in the legal profession continue to face significant challenges as they strive to advance their careers. The top five disadvantages they encounter include:

**Unconscious bias**, which often leads to women being overlooked for promotions or high-profile cases due to stereotypes about their abilities or commitment.

**Work-life balance struggles**, particularly for those with caregiving responsibilities, as the demanding nature of legal work can disproportionately impact women.

**Lack of representation in senior positions**, which results in fewer role models and mentors for aspiring female lawyers.

**Pay disparities**, with women often earning less than their male counterparts for equivalent work and experience.

**Limited access to networking opportunities and informal professional connections**, which are crucial for career advancement in the legal field.

These persistent barriers continue to hinder women’s progress in reaching leadership roles within law firms and the broader legal profession.



## iii Intersectional Identity in the Workplace

Acknowledging and addressing intersectionality is essential if we truly wish to create inclusive environments. Despite progress in the legal industry in relation to gender equality, the profession continues to reflect systemic challenges that disproportionately affect women who also belong to marginalised groups, such as those from ethnic minority backgrounds, LGBTQ+ communities, or with disabilities. More women are entering the legal profession, and there is a growing presence of women in leadership roles, such as partners and judges. However, gender parity remains uneven, with a marked gender pay gap, especially in higher positions, and persistent underrepresentation of women at the most senior levels.

Intersectionality broadens the lens through which we view gender inequality by revealing that not all women face the same challenges. According to a 2020 study by the Law Society of England and Wales, women from Black, Asian, and Minority Ethnic (BAME) communities continue to face higher rates of discrimination and slower career progression in law firms. This indicates that addressing gender inequality alone is insufficient; the legal industry must also tackle the additional layers of disadvantage faced by women who experience discrimination on multiple fronts.

## iv Encouraging Role Models

Role models play a crucial role in motivating and guiding women in the legal profession, particularly in the UK, where the industry has long been male-dominated. While women have made significant progress in entering and advancing in law, they still face barriers such as gender bias, a lack of representation in senior roles, and the gender pay gap. Having visible female role models can be a powerful source of encouragement for women in law, providing both inspiration and practical pathways for overcoming these challenges.

In addition to their symbolic importance, role models actively support younger women by serving as mentors and sponsors. Mentorship is crucial in law, where success

often depends on networking, guidance, and informal support systems. Sponsorship is equally important. Unlike mentors, sponsors actively promote the careers of junior women by advocating for them when key opportunities arise. In the UK, programmes such as Reignite Academy, which helps women return to law after career breaks, and Women in Law Pledge, which encourages organisations to commit to gender equality, are making strides in ensuring women not only enter law but also progress into leadership roles.

As more women continue to rise in the legal profession, they will inspire and support future generations, helping to create a more diverse and equitable legal industry in the UK.





## **V** Supporting Returners

Supporting employees who return to the legal profession after a hiatus is vital for promoting gender equality and sustaining a diverse workforce, especially when it comes to women returning after maternity leave. In an industry known for its demanding nature and high-pressure environments, re-entering the profession can be extremely challenging, particularly if your firm is not providing you with proper support. Many struggle with regaining career momentum, which can, in turn, widen the gender pay gap.

To help support returners, law firms must work to reintegrate these returning employees smoothly - not only will this benefit the individual but it will also retain experienced professionals who are valuable to the firm.

One effective element of reintegration programmes is the development of re-training programmes, which can include refresher courses on recent legal developments or workshops on new technology in the industry. Structured re-entry programmes also provide support in managing the expectations of returning to a demanding environment.

As more law firms recognise the value of supporting returners, the legal profession is becoming more and more inclusive, enabling more women to achieve their full potential without having to choose between family and career. This, in turn, strengthens the profession as a whole, ensuring it remains competitive, diverse, and representative of the wider society it serves.




# Introducing Women Who Will: The Class of 2024



The legal profession needs more senior women role models who are visible, and initiatives like Women Who Will shine the spotlight on the achievements of women in the profession. It is so important to provide encouragement and inspiration to women who may be held back by systemic barriers, and to bring essential improvements to the diversity of the profession.

**Shabana Mahmood MP**  
Lord Chancellor





# i Women Who Will TRAILBLAZERS

## Shabana Mahmood MP


### *Lord Chancellor*

Shabana Mahmood MP, Lord Chancellor and Secretary of State for Justice, is a trailblazing figure in UK politics and law. As only the second woman - and the first Muslim - to hold the position of Lord Chancellor, she has made significant contributions to the legal and political landscape. Mahmood was appointed to the position in 2024, making history and highlighting her leadership in one of the highest offices in the UK government.

Her legal career began after studying Law at Lincoln College, Oxford. She then worked as a barrister in public law, specialising in complex litigation and representing marginalised communities. Throughout her legal career, Mahmood was known for her sharp analytical skills and her passion for social justice.

In 2010, Mahmood became one of the UK's first female Muslim MPs, alongside Rushanara Ali and Yasmin Qureshi. Elected as the Member of Parliament for Birmingham Ladywood, she quickly made a mark by championing issues related to equality, human rights, and justice reform. Over the years, she has played a key role in shaping policies that support marginalised communities, with a strong emphasis on gender equality and anti-discrimination legislation. Her work in Parliament has included advocating for vulnerable women and ensuring access to justice for all, particularly those from underrepresented groups.

Mahmood's pioneering leadership and her commitment to ensuring that the legal system serves the entire population, especially the most vulnerable, have positioned her as a significant woman in law. Her historic appointment as Lord Chancellor not only underscores her outstanding achievements but also serves as an inspiration for women, particularly from minority backgrounds, aspiring to reach the top levels of the legal profession.







## **Sarah Sackman MP** *Solicitor General*

Sarah Sackman is a highly respected barrister specialising in public law, planning, and environmental law. She is a leading advocate for social justice and has represented clients in cases concerning human rights, housing, and community rights. Sackman is known for her dedication to public service, which is exemplified by her work at Francis Taylor Building, one of the UK's premier barristers' chambers. Here, she handles cases that often involve significant public interest issues.

Sackman was appointed as Solicitor General in 2024, in which she was elected MP for Finchley and Golders Green. She is the fourth woman to hold the post and she

has already made headlines by taking her oath on the Hebrew Bible. She has expressed commitment to addressing issues such as antisemitism and Islamophobia, and supporting bills to restore British public services.

A graduate of Cambridge University, Sackman's legal career has been marked by her ability to combine complex legal expertise with a commitment to representing marginalised communities. She has acted on behalf of local councils, charities, and individuals in landmark cases concerning environmental protection and housing rights. Her notable work includes representing campaigners

in judicial reviews and inquiries aimed at holding public bodies accountable for the environmental and social impacts of their decisions.

Her work extends beyond the courtroom as she is involved in lecturing and writing on public law matters, contributing to legal scholarship, and mentoring aspiring lawyers. Sackman's combination of professional excellence, public service, and dedication to advancing justice for vulnerable populations makes her a significant figure in law, deserving recognition for her impactful contributions to the legal field.



**Somebody's got to start the ball rolling, and once the ball starts rolling, there will be change.**

**Dame Linda Dobbs, DBE**

First non-white person to be appointed to the Senior Judiciary of England & Wales



## **Emelda Nomvula Khoza**

*Founder of the Activated Visionary Network*

Emelda Nomvula Khoza is a pioneering South African lawyer with an impressive career focused on human rights, advocacy, and community empowerment. As the founder of the Activated Visionary Network (AVN), Emelda's vision has centred around creating opportunities for underrepresented communities and advancing gender equality in law and leadership. Through AVN, she spearheads initiatives to support women and marginalised groups, offering mentorship, training, and legal advocacy services.

Her legal journey began with her work in various high-impact

organisations where she handled cases related to women's rights, social justice, and human rights violations. Emelda's work with global human rights bodies showcases her expertise in international law and her dedication to causes that uplift vulnerable populations. She has collaborated with non-governmental organisations (NGOs), focusing on legal empowerment for women, helping to create frameworks for addressing gender-based violence and ensuring equitable access to justice.

Additionally, Emelda has been a champion of diversity in the legal

profession, advocating for greater representation of women of colour in leadership roles. Through her advocacy and organisational work, she has earned recognition for her efforts in creating systemic change and supporting the growth of young female lawyers.

Emelda Khoza's contributions to the legal industry and her unwavering commitment to equality have made her a trailblazer in South Africa's legal landscape. Her dedication to uplifting the marginalised through legal empowerment marks her as a significant figure in law, deserving of recognition for her impactful work.



## ii Women Who Will **IN-HOUSE**



### **Debra Coady**

*Head of Employee Engagement,  
Diversity & Inclusion at Softcat PLC*

Debra Coady is a highly regarded legal professional, currently serving as Legal Director and General Counsel at Softcat plc, a leading IT infrastructure provider in the UK. Since joining Softcat in June 2018, she has been instrumental in overseeing the company's legal and regulatory affairs. Debra ensures compliance with legal standards in a fast-paced industry, navigating IT law, data protection, and corporate governance as the company continues its rapid growth. Her legal expertise has helped guide Softcat through the complexities of the technology sector, ensuring both ethical standards and legal protections are maintained.

Before her role at Softcat, Debra was a Senior Associate at DWF from 2015 to 2018, where she worked on commercial law, regulatory issues, and contract disputes. Her previous experience also includes serving as Lead Solicitor for Commercial and Regulatory Consumer Services at The Co-operative Group from 2012 to 2015. In this role, Debra managed critical regulatory and compliance matters, particularly within financial services, helping the organisation navigate through a period of transformation.

Her academic foundation, with a degree in Jurisprudence from the University of Oxford and a Postgraduate Diploma from the Oxford Institute of Legal Practice, further underscores her depth of legal expertise. Debra's career trajectory reflects her strategic leadership in the legal field and her ability to adapt to the changing demands of both law and business. She is recognised for her ability to align legal frameworks with business goals, making her a prominent figure in the legal industry.



**The legal profession has changed enormously since I trained at a firm with only one female partner, and I've been honoured to work with many inspirational women both in law and business. I always aim to give others a hand up so that we can continue to bridge the gap as we move forwards.**

**Maxine Finding**

*Head of Commercial Legal at Norstella*



### **Bridget Lambie**

*General Counsel at Gallagher*

Bridget Lambie is a prominent legal figure, currently serving as General Counsel at Gallagher, a global insurance brokerage, risk management, and consulting firm. In this pivotal role, Bridget oversees all legal matters across the company's European, Middle Eastern, and African divisions. She has been instrumental in guiding Gallagher through the complex regulatory landscape of insurance, ensuring the company complies with ever-evolving legal frameworks. Her legal leadership has been essential to maintaining the organisation's risk management strategies, as well as safeguarding its global operations.

Bridget has a long-standing career in law, having been admitted as a solicitor in 2001. Before joining Gallagher in 2019, she held various senior legal positions in both the corporate and insurance sectors, where she gained extensive experience in regulatory compliance, risk management, and corporate governance. Her contributions in these fields have made her a trusted advisor and key decision-maker within the organisation.

Recognised for her pragmatic and empathetic approach to legal issues, Bridget has been involved in several discussions and forums that emphasise the importance of empathy in the business world, particularly for in-house legal counsel. Her ability to navigate complex legal environments while fostering positive business relationships makes her a standout figure in the industry.

Bridget's significant contributions to the legal and insurance sectors, along with her leadership at Gallagher, position her as a deserving figure in the conversation about women in law. Her expertise in regulatory matters and corporate governance, combined with her strategic legal oversight, continue to make a lasting impact in the legal industry.





## Jenifer Swallow

### *Director at Jenifer Swallow Consulting*

Jenifer Swallow is an award-winning lawyer, innovator, and advisor, whose distinguished career spans over two decades and stretches internationally. Jenifer's work at the forefront of technology has been a recurring theme throughout her career, from helping legal clients to harness the emerging world of the internet to launching online consumer products and supporting fintech innovations. Jenifer's passion for helping people make decisions that align with their purpose has brought her to industries beyond the law, reaching, for instance, into the fields of business leadership, innovation, and Human Resources. Ultimately, Jenifer has left her mark wherever she has worked by leading and scaling numerous teams, processes, and companies, always ensuring that organisations serve customers and stakeholders with integrity.

Jenifer's notable career includes her role as CEO of the government-backed initiative LawtechUK, where she led the founding journey, established a vision, secured funding, and influenced state institutions. She now advises and coaches tech founders, boards, lawyers, policymakers, and others on legal, innovation, and strategy

matters through her business, Jenifer Swallow Consulting. Jenifer also serves on expert panels and advisory boards, facilitates and speaks at events, and participates in various innovation and pro bono initiatives, including advising on a government-funded academic project exploring the lessons of the Post Office Horizon Scandal.

Her achievements have earned her recognition in prestigious lists, including The British Legal Awards Individual of the Year, The Women in Fintech Powerlist, Chambers & Partners Global 100 Most Influential GCs, Legal 500 Powerlist, Most Influential Women in Payments, and The FT Innovative Lawyers shortlist.

Jenifer's career journey includes key roles such as Director at Jenifer Swallow Consulting, where she advises and coaches on legal, innovation, and strategy matters. She has also been an Advisor and Volunteer at ALL RISE - SAY NO TO CYBER ABUSE, raising standards of decency and respect online. As Director of LawtechUK at Tech Nation, she led a government-backed initiative to transform the legal sector through tech. Her tenure as General Counsel at TransferWise saw her bringing revolutionary changes in the

fintech sector. At Mind Candy, she served as General Counsel & Chief of Staff, supporting the company's operations across various domains. As Senior International Counsel at Zynga, she oversaw legal work outside North America and had board responsibility for international subsidiaries. As Legal Director, Product Compliance EMEA at Yahoo! Europe, she ensured product compliance across Europe.

Jenifer's educational background includes studying at the University of Leeds, where she earned an LLB (Honours) First Class in Law, and completing the Legal Practice Course with distinction at the College of Law, London.

Throughout her career, Jenifer has demonstrated exceptional leadership, strategic vision, and a commitment to innovation and integrity. Her contributions to the legal and tech industries make her a standout figure, inspiring future generations with her dedication to excellence.



## Maxine Finding

### *Head of Commercial Legal and Associate General Counsel at Norstella*

Maxine Finding is Norstella's Associate General Counsel, leading a dynamic team that provides comprehensive legal support for the company's diverse businesses. Her expertise spans various legal domains, including contracting and negotiation, intellectual property (I.P.) protection, and standardising legal processes across Norstella's five brands.

Maxine's role at Norstella involves handling various legal requests, from reviewing customer contracts to negotiating leases for new offices and researching I.P. concerns. Based near London, she oversees the UK legal team, consisting of several lawyers and contract managers, while coordinating with an equivalent team in the U.S. Her responsibilities include determining trademark elements for new brands and securing protection for new logos.

Maxine's journey to Norstella began in 2017 when she joined UBM, an events company. Following UBM's acquisition by Informa, she became the Head of Legal for all intelligence divisions, including maritime, financial, and pharma intelligence. Her extensive experience with the pharma team at Informa facilitated a smooth transition to her current position

when Informa's Pharma Intelligence division became part of Norstella.

Her day-to-day activities include supporting large initiatives across Norstella and collaborating with product teams on new solutions. Maxine also plays a crucial role in developing and automating new customer terms and training the sales team on these requirements.

Among the more significant projects she is working on, Maxine is focused on making contracts and legal processes more consistent across Norstella's brands. This involves creating a unified contracting approach and establishing new housing contract systems. She also leads efforts to streamline I.P. protection, consolidating five sets of I.P. advisors and storage locations into a centralised repository with a standardised approach.

One of the significant challenges Maxine faces is managing the high volume of emails and legal advice requests that come with working in a fast-growing company. Despite this, she highlights her involvement in the sale of Citeline by Informa as a career highlight, where she played a crucial role in strategic discussions and decisions.

Integrity, truth, and reality are the company principles that resonate most with Maxine, reflecting her commitment to upholding high standards of honesty and accountability in her legal practice. She emphasises the importance of standing behind Norstella's products and ensuring compliance with legal boundaries.

For those starting their careers at Norstella, Maxine advises embracing the company's rapid changes and growth opportunities. She values the friendly and supportive environment at Norstella, where team collaboration is critical, especially during busy times.

Maxine enjoys spending time with her two children outside of work, travelling, playing tennis, running, and socialising with friends. Her educational background includes a law degree from the University of Oxford (M.A., Jurisprudence, 2002-2005) and a law practice course at the Oxford Institute of Legal Practice (2005-2006).

Maxine Finding's extensive legal experience and leadership at Norstella and her commitment to integrity and innovative legal solutions all make her a standout figure in the legal community and an inspiring example.





## **Veena Patel** *Senior Counsel at Rabobank*

Veena Patel is a distinguished lawyer currently practising at Rabobank London, where she specialises in banking and financial services law. With over two decades of experience in the legal field, Veena has established herself as a notable figure within the industry.

Her role at Rabobank involves navigating intricate legal frameworks to ensure the organisation complies with relevant laws and regulations. Veena is adept at advising clients on complex regulatory issues, compliance matters, and transactional legal work, demonstrating her ability to manage high-stakes legal challenges effectively.

Throughout her career, Veena has consistently championed diversity and inclusion within the legal profession. She actively participates in initiatives aimed at promoting equality and representation, advocating for more opportunities for underrepresented groups in law. Her commitment to fostering an inclusive workplace culture is evident in her mentorship of young lawyers, particularly women and minorities, helping them navigate their careers in a competitive field.

Additionally, Veena's involvement in various legal forums and organisations further underscores

her influence. She contributes to discussions on best practices in legal compliance and risk management, ensuring that her insights reach a wider audience.

Veena Patel's dedication to her profession, combined with her efforts to enhance diversity and support emerging legal talent, makes her a significant figure in the legal industry. Her contributions not only benefit her organisation but also inspire future generations of legal professionals, solidifying her status as a trailblazer in law.



## Emma Di Iorio

### Senior Data Privacy Director at Diageo

Emma Di Iorio is an accomplished legal professional recognised for her significant contributions to the fields of data privacy and corporate law. Currently serving as Senior Data Privacy Director at Diageo, Emma plays a crucial role in overseeing regulatory compliance and data governance matters for a global leader in the beverage manufacturing industry. Her expertise extends to managing complex legal frameworks that govern data protection and privacy laws globally.

Emma's legal journey began with her training and qualification at Simmons & Simmons, a renowned international law firm, where she honed her skills in various commercial law sectors. Following her training, she worked as a freelance lawyer on diverse in-house projects before joining Barclays as an Assistant Vice-President of Legal Counsel. There, she provided pivotal legal advice, helping the banking giant navigate intricate regulatory landscapes and ensuring compliance with evolving financial laws.

Before her current position, Emma served as Legal Counsel at Treatwell, where she managed legal matters

related to digital business operations, showcasing her versatility in the legal industry. She also contributed to significant EU criminal justice projects, including initiatives aimed at the transfer of prisoners across borders and combating the radicalisation of prisoners, demonstrating her commitment to impactful legal work.

Beyond her corporate roles, Emma is dedicated to community service through her pro bono efforts, offering legal advice at a legal aid centre and supporting local

schools. Her involvement in these initiatives highlights her commitment to social justice and equity in legal representation.

Recognised for her leadership and expertise, Emma Di Iorio is a prominent figure in law, making her an exemplary candidate for recognition as a significant woman in the legal industry. Her blend of corporate experience and dedication to social causes reflects the values and leadership essential for advancing the legal profession today.



**What I've learned is it is okay to take a different path, the squiggly route - the skills, insights and relationships built along the way are indispensable. I am delighted to be one of the Women Who Will Class of 2024.**

**Emma Di Iorio**

Senior Data Privacy Director at Diageo





## Justinia Lewis

### *Commercial Law Director at the Government Legal Department*

Justinia Lewis is a distinguished legal professional currently serving as Director of the Commercial Law Group at the Government Legal Department (GLD) in Leeds, England. With over a decade of dedicated service at the GLD under her belt, Justinia has established herself as a leader in commercial law within the public sector.

In her current role, which she has held since March 2022, Justinia oversees a team of legal professionals, providing strategic direction and leadership in handling complex commercial matters. Her responsibilities include advising on high-value government contracts and ensuring legal compliance across various government departments. Justinia's leadership ensures that the Commercial Law Group supports the government's commercial activities effectively and efficiently.

Prior to her election as Director of the Commercial Law Group, Justinia served as a Senior Civil Servant in the Commercial Law Group, a role she took up in 2013. During this tenure, she played a pivotal role in shaping

the commercial legal strategies and policies of the government, demonstrating her expertise in navigating complex legal landscapes and her commitment to public service.

Before joining the Government Legal Department, Justinia was the Head of Legal at a Non-Departmental Public Body from January 2010. In this role, she led the legal team, providing comprehensive legal services and advising on various regulatory and compliance issues. Her strategic vision and legal acumen were instrumental in ensuring the organisation's legal soundness and operational efficiency.

From January 2004 to June 2010, Justinia served as the Head of Commercial Law at the Legal Services Commission, where she managed commercial legal matters and provided guidance on contractual and procurement issues. Her tenure at the Legal Services Commission marked a significant period of her career, where she honed her skills in commercial law and public sector legal practices.

Justinia began her legal career as a Solicitor at CMS Cameron McKenna from 1992 to 1996, where she gained valuable experience in various legal disciplines and developed a strong foundation in commercial law.

Her academic credentials are equally impressive. Justinia holds an LLB (Honours) First Class degree in Law from the University of Leeds, reflecting her academic excellence and commitment to the legal profession. She furthered her legal education by completing the Legal Practice Course with distinction at the College of Law, London.

Throughout her career, Justinia has been recognised for her leadership, strategic vision, and ability to deliver results in complex legal environments. Her extensive experience and dedication to public service make her a standout figure in the legal community. As a "Woman Who Will," Justinia Lewis continues to inspire and lead by example, shaping the future of commercial law within the public sector with her unwavering commitment to excellence.



## Louise Dreadon

### *Director of Legal Content at Sky UK*

Louise Dreadon, Director of Legal - Content at Sky UK, is a seasoned expert in intellectual property and media law, with over 20 years of experience working at top city law firms and in-house at Sky. Since joining Sky in 2005, Louise has held various roles within the Legal department, steadily rising through the ranks due to her exemplary leadership skills and legal acumen. Her dedication and expertise culminated in her promotion to Director of Legal - Content in 2023.

In her current role, Louise leads and manages a team of 26 lawyers within Sky's Content Legal team, which is divided into three specialised units. The Acquisitions team handles the licensing of finished content from major US Studios for Sky's entertainment channels, Sky Cinema, and Sky Store. The Sports team licenses and produces sports content for Sky Sports channels, including the Premier League. The Commissioning, Sky Studios, and Cinema Originals team is responsible for producing and commissioning original programming and film equity

investments for Sky's Cinema Originals.

Louise's journey at Sky began as Senior Legal Counsel, where she supported the commercial content team by advising on and contracting all aspects of Sky's content requirements, including production, acquisitions, distribution, M&A, interactive TV, gaming, editorial compliance, and general IP. Her role also involved supervising and training junior lawyers, reflecting her commitment to developing the next generation of legal professionals.

In 2009, Louise was promoted to Head Counsel - Original Content, where she led a team of 10 lawyers. This team was tasked with advising on and drafting contracts for the production, commissioning, and distribution of Sky's original entertainment programming, spanning genres such as drama, comedy, entertainment, kids' shows, original films, and documentaries.

Louise is recognised as a media and copyright law specialist and

is renowned for her ability to lead and develop people while finding commercial solutions in complex negotiations. Her strategic vision and leadership have significantly contributed to Sky's success in delivering high-quality content across various platforms.

Her extensive experience and proven track record in the legal, privacy, and security areas have equipped Louise with the skills needed for general management, corporate governance, operations, leadership, organisational development, public speaking, stakeholder management, negotiation, and innovation. Her dynamic approach ensures maximum alignment with business objectives, including profitability, making her an invaluable asset to Sky's senior leadership.

Louise Dreadon's career is a testament to her expertise, dedication, and leadership in the legal field. As a "Woman Who Will," she continues to inspire and lead by example, shaping the future of media and intellectual property law with her dedicated and innovative approaches.





## **Corina Painter**

### *Head of CIB Loans & Bonds, EMEA Legal at MUFG*

Corina Painter is a prominent solicitor in the legal industry, currently working at MUFG Bank Ltd., where she specialises in various aspects of banking and finance law. With over two decades of experience, she was admitted as a solicitor in July 2002 and has made significant contributions to her field, navigating complex legal frameworks within the financial sector.

Throughout her career, Corina has played vital roles in advising multinational corporations on regulatory compliance, risk management, and contractual matters. Her expertise in banking

law has been invaluable to her clients, particularly in areas concerning financial transactions and securities. As a member of the legal team at MUFG, she has demonstrated her commitment to upholding high standards of legal practice while addressing the dynamic challenges in the financial services industry.

Corina's legal acumen is complemented by her strong commitment to promoting diversity and inclusion within the legal profession. She actively participates in initiatives that support the advancement of women in law,

providing mentorship and guidance to aspiring female lawyers. Her dedication to fostering a supportive environment for future generations of legal professionals showcases her leadership and advocacy for equality within the industry.

Recognised for her contributions and expertise, Corina Painter is a significant woman in law, exemplifying professionalism and a dedication to excellence in legal practice. Her influence in banking law and her commitment to diversity make her a role model for aspiring lawyers and a respected figure in the legal community.



## Kelly Stapleton

### *Solicitor at Halfords Group Plc*

Kelly Stapleton is an accomplished Commercial and Litigation Solicitor at Halfords Group, where she has been making significant contributions since August 2023. With a robust background in various legal disciplines, Kelly brings a wealth of experience and expertise to her role within the Legal, Governance, and Compliance team. Her responsibilities include providing comprehensive commercial, regulatory, and litigation support to the Group companies. This involves drafting and negotiating commercial contracts, copy clearance, litigation, mergers and acquisitions, regulatory advice, and reviewing and advising on other commercial matters.

Before stepping into her current position, Kelly served as a Trainee Solicitor at Halfords from February 2022 to August 2023. During this period, she honed her skills and gained invaluable experience in the legal field, particularly in Redditch, England.

Her journey in the legal profession began at Harrison Clark Rickerbys Ltd, where she worked as a Paralegal

in the Dispute Resolution team from February 2021 to January 2022. Here, she dealt with various dispute resolution cases, further solidifying her foundation in legal practice.

Kelly's legal career also includes a stint at Herefordshire Council, where she worked as a Public Law Paralegal on a fixed-term contract from August 2020 to January 2021. Her work involved civil litigation, criminal litigation, education, and housing law, showcasing her versatility and ability to handle complex legal issues.

In addition to her roles in the legal sector, Kelly worked as a Contract Analyst at ThinkBig Ltd from September 2019 to July 2020. This position allowed her to gain experience in contract analysis and management, essential skills for her future roles.

Her early career was marked by various roles contributing to her legal professional growth. She gained practical experience through work placements at Harrison Clark Rickerbys Ltd and Paytons Solicitors LLP. Furthermore, she served as a Victim and Witness

Care Officer with West Mercia Police from August 2014 to July 2019, providing critical support to victims and witnesses of crimes.

Kelly's dedication to the legal profession is evident from her diverse work experiences, including her time with Her Majesty's Prison and Probation Service (HMPPS) from June 2003 to June 2013. This decade-long role involved research, reporting, and supervising behaviours across various UK locations, showcasing her versatility and laying the groundwork for her future legal endeavours.

Throughout her career, Kelly has demonstrated a commitment to excellence, a keen understanding of complex legal issues, and a passion for providing exceptional legal services. Her journey from a paralegal to a respected solicitor at Halfords is a testament to her hard work, dedication, and unwavering pursuit of legal mastery. With a growing influence in the legal community, Kelly Stapleton continues to inspire and lead by example in the commercial and litigation sectors, inspiring others with her leadership capabilities.





**Laura-Meg McGlone**  
*Associate Legal Director at Onfido*

Laura-Meg is a distinguished New Zealand-qualified commercial and corporate solicitor currently excelling in the tech advisory space. Her career, marked by versatility and expertise, spans various sectors and jurisdictions. Since joining Onfido in October 2019, she has held pivotal roles, including Associate Legal Director, Senior Legal Counsel, and Legal Counsel, providing strategic leadership on legal matters such as digital identity, outsourcing, customer contracting, intellectual property, artificial intelligence, and product development. Laura-Meg's work at Onfido involves using AI-based technology to verify government-issued IDs against

facial biometrics, ensuring secure remote customer onboarding. Before her tenure at Onfido, she significantly contributed to Russell McVeagh, New Zealand's premier commercial law firm, as a Senior Solicitor and Solicitor, handling a wide range of commercial matters including mergers and acquisitions, overseas investment, compliance, corporate governance, consumer and marketing law, and general commercial law across sectors such as ICT, oil and gas, transport, financial investment, and government services.

Moreover, Laura-Meg's role as Legal Counsel Seconded at Trade Me, New Zealand's largest

internet auction website, involved working on corporate contract reviews, payment and app-based developments, advertising, standard terms, competition, and privacy work. Laura-Meg's LLB/BA in History and Media from Victoria University of Wellington, where she actively participated in the Community Justice Project - Human Rights Team and served as a Volunteer Editor for the Victoria University Law Review, further highlights her commitment to legal excellence. Her diverse and rich experience reflects her dedication to the industry and her ability to lead in complex legal landscapes.





## Cristina Costache

### *Global DPO and CISO at Noventiq*

Cristina Costache is a distinguished privacy professional and cyber enthusiast with over 20 years of experience in the legal, privacy, and security sectors. Her extensive experience spans over two decades. She currently serves as the Global Data Protection Officer (DPO) and Chief Information Security Officer (CISO) at Noventiq, where she has been instrumental since May 2021.

Her extensive role involves constructing privacy by design and by default controls, organising privacy and security architectures, monitoring security threats, and ensuring compliance through strategic training programs. Cristina's proactive approach not only helps anticipate future developments and needs but also reassures that Noventiq stays ahead in privacy and cybersecurity governance.

In addition to her role at Noventiq, Cristina has served on the European Advisory Board of the International Association of Privacy Professionals (IAPP)

since January 2021. In this capacity, she advocates for IAPP, contributes to the programming and content development for the Data Protection Congress, provides content for the Europe Data Protection Digest, and assists in developing new KnowledgeNet Chapters and educational resources.

Before joining Noventiq, Cristina was the Privacy Lead EMEA and General Counsel at Strauss Coffee B.V. from March 2019 to May 2021. Here, she planned and delivered privacy governance strategies, launched and maintained the One Trust project for privacy governance, and managed local DPOs and privacy responsibilities. She also played a vital role in the Group Steering Committee for Privacy & Cybersecurity, driving innovation and optimising legal operations.

Cristina's career at Strauss Romania spanned over a decade, where she held the positions of General Counsel and DPO. She implemented local privacy

strategies, developed privacy policies and training programs, managed contract and IP strategies, and significantly reduced litigation cases. Her leadership in M&A processes and compliance strategies further showcased her ability to navigate complex legal landscapes.

Cristina holds a law degree from The Nicolae Titulescu University of Bucharest and a bachelor's degree from Colegiul National Mihai Viteazul Ploiesti. Her academic background laid a strong foundation for her extensive privacy and legal management career.

Cristina has demonstrated exceptional skills in general management, corporate governance, operations, leadership, organisational development, public speaking, stakeholder management, and negotiation throughout her career. Her dynamic and results-oriented approach has consistently ensured alignment with business objectives and profitability, making her a standout professional.





## May Winfield

### *Global Director of Commercial, Legal & Digital Risks at Buro Happold*

May Winfield is a distinguished construction lawyer with over 18 years of experience, currently serving as the Global Director of Commercial, Legal, and Digital Risks at Buro Happold, a leading engineering consultancy firm based in London. She is recognised as a pioneer in the intersection of law and technology within the construction industry, where she specialises in managing the legal risks associated with digital innovation, such as Building Information Modeling (BIM), digital twins, and blockchain technology.

At Buro Happold, May plays a crucial role in developing policies and procedures that support the implementation of cutting-edge construction technologies. She leads initiatives to integrate legal considerations into the design and use of these technologies, ensuring that they align with industry standards and regulatory frameworks. Her efforts have been instrumental in drafting key industry documents, including the UK Government-approved legal guidance on ISO19650, which governs information management in construction projects.

In addition to her work at Buro Happold, May is a co-founder and chair of BIM4Legal, a forum that aims to enhance understanding of the legal implications of BIM among legal professionals and industry stakeholders. Her advocacy for collaboration between engineers, lawyers, and business leaders is vital in navigating the complexities of digital transformation in construction. As a UK BIM Alliance Ambassador, she promotes best practices and fosters discussions on the adoption of digital technologies in the industry.

May's passion for innovation and her commitment to promoting diversity within the legal profession further distinguish her as a significant figure in law. She

emphasises the importance of inclusive practices and diverse perspectives in shaping the future of construction and technology. Her contributions not only advance legal understanding in the rapidly evolving construction sector but also inspire the next generation of professionals to embrace technological advancements while considering their legal implications.

Through her leadership and expertise, May Winfield exemplifies the impact of women in law, particularly in a traditionally male-dominated field. Her dedication to integrating legal frameworks with technological advancements is paving the way for a more collaborative and innovative future in construction law.



**Don't be afraid to colour outside the lines.**

**May Winfield**

Global Director of Commercial,  
Legal & Digital Risks at Buro Happold



## Mandy Kaur

### *Legal Director, Pizza Express*

Mandy Kaur is an accomplished legal professional serving as Legal Director at PizzaExpress. With over a decade of experience, she has skilfully navigated complex legal landscapes in the food and beverage industry. Initially joining Gondola Group as a consultant and Legal Manager, Mandy played a pivotal role in various M&A activities, including the divestment of restaurant chains such as Byron Hamburger, Ask, and Zizzi. Her expertise was instrumental in the sale of PizzaExpress to a Chinese private equity firm, after which she transitioned to PizzaExpress itself.

As Legal Director, Mandy's responsibilities encompass Group Legal and Corporate Governance Services, Company Secretariat, Quality and Safety, and Facilities Management. She also serves as a statutory director and company secretary for all Group subsidiaries. Her leadership was crucial during 2020-2021, guiding the company through complex financial restructuring and corporate transactions.

Despite facing personal challenges, including the breakdown of an arranged marriage following sustained Domestic Violence, Mandy pursued her legal education part-time while working in IT, driven by the desire to support her parents with a Financial Fraud case. Called to the bar in 2012, she has since worked exclusively with CFOs and Finance Directors, building a career marked by determination and resilience. While she benefited from legal mentors externally, she recognised a lack of internal mentorship, which has fuelled her passion for supporting the next generation of legal professionals. Dedicated to removing the barriers she herself faced for aspiring lawyers, especially women, Mandy is a strong advocate for diversity, equity, and inclusion (DEI) and social mobility. She actively mentors and coaches her teams through a system of graduation, demonstrating a hands-on approach that reflects her emotional investment in their success.

Her leadership roles, including membership on the WiHTL Race & Ethnicity Committee and as the Race & Ethnicity lead for PizzaExpress, underscore her commitment to promoting equity within the workplace. In 2020 Mandy was recognised as a Woman to Watch by WiHTL and MBS Group.

In 2022 she was recognised as an Executive Role Model in the IN-volve – The Inclusion People 2022 Empower Role Model List. Earlier this year, Mandy was featured as an Advocate for Change in the WiHTL and MBS Role Models for Inclusion in Hospitality, Travel, Leisure and Retail Index.

Mandy's inspiring journey exemplifies the spirit of the Women Who Will initiative. Her advocacy extends beyond her team; she has contributed to developing a toolkit on Ethnicity Pay Gap Reporting in the hospitality industry and has spoken at the House of Commons on this critical issue. Through her efforts, Mandy is driving meaningful cultural shifts in both the legal and hospitality sectors, paving the way for a more inclusive future.





## Esi Eshun OBE

### *General Counsel and Company Secretary at the British Business Bank*

Esi Eshun OBE is a distinguished legal professional currently serving as the General Counsel and Company Secretary for the British Business Bank, a role she commenced in November 2023. Her appointment is noteworthy as she brings a wealth of experience from the public sector and a strong background in law and compliance.

Before joining the British Business Bank, Esi was the Director of Legal & Compliance at UK Export Finance, the UK's export credit agency. In this capacity, she oversaw various aspects of legal and compliance issues, including underwriting and anti-fraud measures, while also serving on the Executive Committee. Esi's tenure there

demonstrated her ability to handle complex legal matters and navigate public law litigation effectively.

Esi's legal career began at Simmons & Simmons, a prominent international law firm, where she gained foundational experience in various legal disciplines. Her academic background includes a master's degree in Geological Sciences from Exeter College, University of Oxford, which adds a unique perspective to her legal expertise.

Esi's commitment to her profession is reflected in her previous role as a legal advisor for various government initiatives, contributing to policies that support innovation

and sustainable growth in the UK economy. She was awarded an OBE for her services, further underscoring her impact within the legal community and beyond.

Her contributions to the legal industry, particularly in promoting financial growth and compliance within governmental structures, make Esi Eshun a significant woman in law. Her leadership positions and expertise not only highlight her personal achievements but also pave the way for future generations of legal professionals. Esi's work exemplifies the critical role of law in facilitating economic development and ensuring ethical practices in public service.



**Joining the Women Who Will Class of 2024 is a profound honor. I hope my journey inspires others to pursue their dreams and contribute to a more diverse and inclusive legal landscape. Together, we can break barriers and create a future where every woman has the opportunity to thrive and lead.**

**Kathryn-Ann Stamm**

*Of Counsel at Cravath Swaine and Moore*



**I realised that my intersectionality was not my handicap. It was my superpower.**

**Ariel White-Tsimikalis**

Partner in Goodwin Procter's Technology and Life Sciences group and Capital Markets practice





**iii Women Who Will**  
**PRIVATE PRACTICE**  
**AND THE BAR**





## **Yanthé Richardson**

*Principal Director at Foot Anstey LLP and  
61st President of CILEX*

Yanthé Richardson, a distinguished figure in the legal industry, has made significant contributions both as a practising legal professional and as a leader in legal governance. Currently serving as the President of the Chartered Institute of Legal Executives (CILEX), she is instrumental in advocating for the advancement of CILEX members and ensuring equality of opportunity within the legal profession. Her role as President involves setting strategic directions for the organisation, prioritising support for CILEX lawyers and paralegals while working to break down barriers within firms and across the legal landscape.

Yanthé began her legal career at the age of 17, initially working as a secretary in a legal aid firm. Through determination and commitment, she progressed to the role of paralegal and later qualified as a Fellow of CILEX. With a background in family law, she transitioned to property law and became a specialist in new-build development conveyancing.

Today, she is a principal director at Foot Anstey, a top 100 UK law firm, where she leads teams in transactional conveyancing work. Her role includes overseeing operations, managing risks, and driving the strategic growth of her team.

Beyond her work at Foot Anstey, Yanthé is a recognised expert in property law and has been appointed to several influential advisory groups, including the Land Registry Advisory Council and the Digital Property Market Steering Group. She also serves as a Conveyancer Representative on the New Homes Quality Board Code Council, reflecting her authority in the field.

Yanthé's commitment to accessible legal education and her leadership within CILEX have established her as a significant advocate for social mobility in law. Her achievements underscore her impact as a transformative figure in the legal profession.





## Hilary Ross

### *UK & Ireland Regional Managing Partner at DWF*

Hilary Ross, a distinguished UK&I Regional Managing Partner based in London, has earned recognition as one of the UK's Top 100 lawyers by *The Lawyer*. Hilary's extensive expertise in compliance and regulatory challenges across the EU has made her a trusted advisor for clients dealing with product, system, and safety regulations. With a career spanning over two decades, she has collaborated closely with PLCs to develop compliance procedures, ensuring the safety of products, employees, and third parties.

Hilary's role as a partner in the Regulatory team at DWF is marked by her specialisation in regulatory compliance and litigation, particularly in health and safety and product liability for highly regulated products. She is renowned for devising innovative and practical approaches to achieving regulatory compliance across the UK and EU. Her expertise encompasses compliance issues related to foods, cosmetics, toys, and medical devices. Hilary assists companies in amending EU legislation and challenging regulatory decisions, ensuring that product launches, advertising campaigns, and recalls are managed seamlessly.

Throughout her career, Hilary's primary aim has been to prevent

legal matters from reaching court. Combining her contentious and non-contentious experience with her extensive network of contacts across numerous regulators, she provides clients with a practical overview of how regulation operates in the UK and EU. She also supports clients in the UK and the European Court of Justice when court challenges are unavoidable.

Hilary, an EU regulatory and compliance law expert, is well-versed in the new Corporate Sustainability Due Diligence Directive (CS3D). Her impressive market knowledge and network of contacts have earned her acclaim, with clients praising her as a "heavy hitter" in food issues and a standout for her intellectual acuity and commercial mindset. *Chambers and Partners* describe her as a dominant force in the marketplace, particularly in food law and health and safety.

Hilary's career includes serving as the Executive Partner of DWF's London Office and leading the Retail, Food & Hospitality Team until 2021. She is a DWF Executive Board member and the Global Head of Clients & Markets, focusing on delivering Integrated Legal Management solutions. In June 2023, she assumed the UK&I Regional Managing Partner

role, continuing to drive the firm's success.

Hilary's extensive experience, which includes positions at Bond Pearce LLP, Berwin Leighton Paisner LLP, and CMS Cameron McKenna, is a testament to her professional journey. Her educational background, with a Bachelor of Law from the University of Glasgow and attendance at Ardrossan Academy, further solidifies her expertise.

Beyond her professional achievements, Hilary's commitment to thought leadership and education is evident. She regularly speaks on regulatory compliance and corporate responsibility, and her contributions during the horse meat crisis have been recognised. In 2014, *The Lawyer* named her one of the UK's Hot 100 Lawyers and UK's Who's Who. The UK *Chambers Guide* to the Legal Profession consistently ranks her as a star performer.

Hilary's dedication to regulatory compliance and her innovative approach to legal challenges make her a formidable presence in the legal industry. Her career is a testament to her ability to navigate complex regulatory landscapes and provide exceptional service to her clients, earning her a place among the inspiring women who will shape the future of law.



## Hetty Gleave

*Partner at Fladgate LLP*

Hetty Gleave is a distinguished partner at Fladgate LLP in London, specialising in family law and art-related legal matters. With over two decades of experience in the legal sector, she has built a reputation for her expertise in complex family law cases, including financial disputes arising from divorce and matters involving children, particularly in international contexts.

Before joining Fladgate in 2021, Hetty was a partner at Hunters Law LLP for 18 years. There, she honed her skills in family law, offering services that encompass pre-nuptial agreements, cohabitation agreements, and the sensitive handling of child abduction cases. Hetty is particularly recognised for her ability to navigate high-stakes disputes while maintaining a focus on amicable resolutions, reflecting her commitment to resolving issues without unnecessary conflict.

In addition to her family law practice, Hetty leads the art and cultural property team at Fladgate, where she advises on legal issues related to art, including disputes over

attribution and provenance. Her clients range from private individuals to multinational corporations and academic institutions.

Hetty is also actively involved in public service. She has been a member of the Treasure Valuation Committee, advising the UK Secretary of State on fair market valuations of treasure finds. Her commitment to the legal community extends to education; she lectures on alternative dispute

resolution for the Institute of Art & Law and participates in international legal conferences.

Recognised as a leading figure in both family law and art advisory, Hetty has been included in prestigious legal directories, underscoring her influence and dedication to her fields of expertise. Her commitment to ethical practice, education, and community service solidifies her status as a significant woman in law.



**All young women should be brought up believing they can fulfil their ambitions and capabilities without being limited by their gender, class or education. Everything is possible and it is up to us to ensure there are no limitations on achieving success for future generations by doing what we can to support them in our lifetime.**

**Hetty Gleave**

Partner at Fladgate LLP





**Nthabiseng Serabele**  
*Attorney at Serabele NL Attorneys*

Nthabiseng Serabele is a prominent South African attorney and founder of her own law firm, Serabele NL Attorneys, based in Soshanguve, Gauteng. Her career in the legal field exemplifies resilience and dedication, especially as she established her practice amid the challenges posed by the COVID-19 pandemic. Her firm provides a wide range of legal services, demonstrating her commitment to accessible legal representation.

Nthabiseng is also recognised for her active involvement in women’s empowerment initiatives within the legal profession. As the recruitment chairperson of the South African Women Lawyers Association (SAWLA), she works tirelessly to promote the advancement of women in law, advocating for their skills and capabilities in a traditionally male-dominated field.

Her legal practice includes high-profile cases, such as her role as a defense attorney in complex criminal matters, which showcases her expertise and commitment to justice. Through her work, Nthabiseng aims to challenge stereotypes about women’s capabilities in law, striving to create a supportive environment for female attorneys.

With her entrepreneurial spirit and advocacy for gender equality, Nthabiseng stands out as a significant woman in law, inspiring future generations of female lawyers in South Africa. Her work not only highlights her legal acumen but also her dedication to uplifting women in the legal industry, making her a noteworthy figure in contemporary legal practice.



## **Gemma Roberts**

### *Private Equity Partner at Goodwin Procter (UK) LLP*

Gemma Roberts is a highly regarded figure in the legal industry, particularly known for her expertise in private equity and corporate transactions. As a partner at Goodwin Procter LLP, Roberts has established herself as a leader in the London market, specialising in advising private equity sponsors, companies, and management teams on high-profile mergers, acquisitions, and corporate reorganisations. Her role as co-chair of Goodwin's London office has been instrumental in the firm's significant growth in the UK, where she has led on key deals involving cross-border transactions and multi-billion dollar deals, such as the \$2.15 billion sale of GTT Communications' infrastructure business to I Squared Capital.

Gemma's outstanding achievements have earned her numerous accolades, including being named on The Lawyer's Hot 100 in 2023,

a recognition that highlights top legal professionals for their contributions to the legal field. She has also been named U.K. Lawyer of the Year by The Deal for her role in major corporate transactions, like the €1 billion sale of Forterro to Partners Group.

In addition to her professional achievements, Gemma is a passionate advocate for women in law. She leads initiatives such as The Female Formula, a networking group for women in private equity and venture capital, and serves on the London Council of Women@ Goodwin, further showcasing her commitment to advancing diversity and inclusion in the legal profession.

Her leadership, both in terms of deal-making and advocacy, underscores why she is seen as one of the most significant women in the legal industry today.





## Kathryn-Ann Stamm

### *Of Counsel at Cravath Swaine and Moore*

Kathryn-Ann Stamm, Esq., a trailblazing legal professional, has carved an exceptional path in the legal industry with her diverse expertise and unwavering commitment to excellence. Formerly serving as Senior Court Counsel to the Supreme Court of Palau from 2020 to 2022, Kathryn-Ann was admitted to practise law in the Republic of Palau following a swearing-in ceremony before Justice John K. Rechucher on February 28. Her distinguished academic background includes an LL.B. from King's College London (2011), a License and Masters from Paris I Pantheon-Sorbonne (2013), a J.D. from Cornell Law School (2015), and an LL.M. from the City University of Hong Kong (2016).

Kathryn-Ann's current role focuses on corporate law, specialising in contract drafting, protecting clients' ownership rights in joint ventures and licensing agreements, and negotiating tailored terms for long-term success. Her legal acumen extends to working with the former Director of the U.S. Patent and Trademark Office, Mr. David J. Kappos, at the prestigious law firm Cravath, Swaine & Moore LLP. Here, she advises on a broad spectrum of intellectual property matters, including the rapidly evolving fields of blockchain and cryptocurrency.

Kathryn-Ann's career is marked by notable achievements and

contributions. While at Cravath, she has developed in-depth knowledge and experience in implementing strategies within corporate transactions such as mergers and acquisitions, spin-offs, separations, licensing arrangements, partnerships, joint ventures, and collaborations. Her expertise encompasses domestic and cross-border transactions, providing tailored advice to public and private companies and emerging growth companies on maximising their intellectual property portfolios and preparing their I.T. security and data management strategies for future growth.

Kathryn-Ann's professional accomplishments are complemented by her unwavering dedication to pro bono work and promoting access to the law. For instance, she has given several talks to support women entrepreneurs, including presentations to the USA Women Entrepreneurship Cooperative. Her commitment to education and advocacy is reflected in her participation as a speaker at the 2022 and 2023 Center for Global Enterprise USA Women Entrepreneurship Cooperative Legal Pop-Up Sessions.

Kathryn-Ann's dedication to the legal profession and her impact on the intellectual property sector have not gone unnoticed.

In May 2024, the World Intellectual Property Review named her as part of its 2024 Diversity Top 100 list, recognising her as an I.P. Trailblazer for her significant contributions to the industry within a decade of experience. This recognition is a testament to her exceptional skills and dedication.

Growing up in South Africa and France, Kathryn-Ann brings a unique international perspective to her work. This diverse background has enriched her understanding of the legal profession and her ability to serve a wide range of clients. Since joining Cravath in 2016, she has continued to excel, even co-captaining the Cravath Sailing Team and being elected counsel in 2023. Her journey is a testament to her exceptional skills, dedication, and the positive impact she has on the legal profession and beyond. Inspired by the words of the Legend of Dirrengas, Kathryn-Ann believes that "power came not from the spear or money bead, but from her judgement and tongue," and she remains eager to contribute to the continued growth and prosperity of the communities she serves.

Kathryn-Ann Stamm, Esq. is a woman who will continue to shape the future of law, inspire others, and make a lasting impact on the world.

# About the Authors

## i Obelisk Support

Obelisk Support is a pioneering legal service provider that specialises in delivering flexible legal solutions for organisations and law firms worldwide. Founded in 2010 by Dana Denis-Smith, the company was established to create innovative working models that connect businesses with a diverse pool of pre-vetted legal professionals, including lawyers and paralegals. With a commitment to promoting work-life balance, particularly for those in the legal profession, Obelisk Support champions diversity and inclusion while helping clients navigate their legal needs efficiently and flexibly. This commitment to flexibility and inclusivity closely aligns with the goals of the Women Who Will initiative, which champions the advancement of women in the legal industry.

## ii Next 100 Years

Spark21 is the charity behind the Next 100 Years and the First 100 Years. It was founded to celebrate, inform and inspire future generations of women in the professions. The Next 100 Years project is the successor to the First 100 Years and is dedicated to achieving equality for women in law.

The Next 100 Years builds on the success of the First 100 Years project which was created to chart the journey of women in law in the first 100 years following the Sex Disqualification (Removal) Act 1919, which paved the way for women to become lawyers for the first time. The five-year project culminated with the centenary celebrations in 2019. The project aims to accelerate the pace of change by encouraging collaboration across the legal profession, improving the visibility of women in law and supporting the women lawyers of the future.

The Next 100 Years continues the work of the First 100 Years, capturing the inspirational stories of today's pioneering women lawyers, educating the public on the legacy of the legal pioneers of the past and driving the change needed to create an equal future for women in the legal profession.



## ii Next 100 Years

### 1 Our Paving the Way Scholars Campaign

Join us in creating the next generation of gamechangers through #PavingTheWay.

The trailblazers that we celebrated throughout our First 100 Years campaign laid the groundwork for equality for women in law. Following in the steps of the first trailblazing women, we want to inspire the next generation of Gamechangers. Our aim is to #PaveTheWay for the next generation.

Through a £100,000 scholarship fund, the Paving the Way campaign will support 30

Scholars, covering a three-year period, starting in 2025. Each scholar will be named after one of 30 female trailblazers of the first 100 years. Our Pave the Way campaign allows you to sponsor one of these historical icons, after which we will reassign your generous donation to one of the 30 most promising legal students in the UK.

We are thrilled to have the support of a stellar line up of legal leaders as Patrons and Champions of our #PavingTheWay campaign to mark the 10th anniversary since First 100 Years was founded.

#### Patrons

- |                           |  |
|---------------------------|--|
| 1 Lubna Shuja             | 8 Vicky Fox                              |
| 2 Amanda Pinto, KC        | 9 Simon Davis                            |
| 3 Cherie Blair<br>CBE, KC | 10 Millicent Grant<br>KC (Hon)           |
| 4 Rachel Spearing         | 11 Alison Eddy                           |
| 5 HHJ Anuja Dhir KC       | 12 Elliot Moss                           |
| 6 Christina<br>Blacklaws  | 13 Susanna McGibbon                      |
| 7 Penelope Warne          | 14 The Rt Hon Lady<br>Justice Simler DBE |

#### Champions

- |                           |                             |
|---------------------------|-----------------------------|
| 1 Caroline Edwards        | 8 Lee Grunnell              |
| 2 Fazel Nejabat           | 9 Fionnuala Oomen           |
| 3 Nilema Bhakta-<br>Jones | 10 Jenny Moore              |
| 4 Amy Clowrey             | 11 Alderman Kawsar<br>Zaman |
| 5 Barry Matthews          | 12 Banke Odunaike           |
| 6 Emma<br>Waddingham      | 13 Holly Moore              |
| 7 Jodie Hill              | 14 Mellissa Akinya          |

### 2 Club 1919

Do you want to #GiftHerFuture and become a member of Next 100 Years?

#### Our membership offering includes:

- Your name entered onto our Donors' Wall
- One complimentary copy of our book, 'In Her Words'
- First access tickets for Next 100 Years events
- Invitation to an exclusive Next 100 Years Members' event in 2025

By making a £100 donation to the Next 100 Years and becoming a member, you will help us build on the work of the First 100 Years, capturing the inspirational stories of today's pioneering women lawyers, educating the public on the legacy of the legal pioneers of the past and driving the change needed to create an equal future for women in the profession. Sign up for membership on our website or contact us for more information.



# Methodology

In compiling this report and identifying 24 inspirational women, the teams at Obelisk Support and Next 100 Years' gathered nominations from senior General Counsel and other legal leaders, while also incorporating women recognised by the judges of the Next 100 Years Inspirational Women in Law Awards 2024. Additionally, they conducted independent research across published and social media platforms.

The report highlights these 24 exceptional women, whilst simultaneously acknowledging that this represents only a fraction of the

talented female professionals in the legal industry. By showcasing these outstanding individuals, the report aims to inspire greater recognition and appreciation for the numerous "Women Who Will" making significant contributions to the legal profession. This initiative serves as a catalyst for increased visibility and celebration of women's achievements in law, encouraging a more inclusive and diverse legal landscape. The hope is that by spotlighting these remarkable women, it will prompt broader acknowledgment of the wealth of female talent across the entire legal sector.



**The time of the narcissistic leader is well and truly over. Driving influence and creating equity to ensure people flourish is key to delivering genuine corporate value to clients, colleagues and indeed shareholders.**

**Hilary Ross**

*UK & Ireland Regional Managing Partner at DWF*



# Inspirational Women in Law Awards





## 2024

**Paralegal of the Year**

**Gbemi Akanbi – Winner**  
Ella Lawrence  
Alexandra Simpson

**In-House Lawyer of the Year**

**Tamina Greaves – Winner**  
Alexandra Wilson  
Helen Wilson

**Legal Academic of the Year**

**Professor Paula Giliker – Winner**  
Professor Erika Rackley  
Doctor Judith Bourne

**Law Student of the Year**

**Jodiann Gayle – Winner**  
Comfort Adeoje Sulaiman  
Dineshtga Frandsen

**Barrister of the Year**

**Emma-Louise Fenelon – Winner**  
Racheal Muldoon  
Saira Kabir Sheikh KC

**Solicitor of the Year**

**Jacqueline McGuigan – Winner**  
Emma Mack  
Shainul Kassam

**Mentor of the Year**

**Anuja Dhir KC – Winner**  
Cheryl Jones  
Domenica Giorgianni  
Rosie Hendon  
Justice Judith Gleeson

**Champion of the Year**

**Molly Lewis – Winner**  
Maybo Chong-Brewster  
Nedra Daniel  
Rachel Pears  
Laura Brunnen

**Rising Star of the Year**

**Jessikah Inaba – Winner**  
Eleanor Ruiz  
Tawana Robertson  
Jo-Anne Dodd  
Amelia Platton

**Cilex Lawyer of the Year**

**Sally Sargesson – Winner**  
Joanna Bailey  
Caroline Sandiford

## 2023

**Barrister of the Year**

**Jessica Powers – Winner**  
Natasha Shotunde  
Sarah Lucy Cooper

**Solicitor of the Year**

**Jodie Hill – Winner**  
Barbara Corbett  
Sana Shafi

**Rising Star of the Year**

**Arina Stelmokaite – Winner**  
Brianella Scott Ita Farrelly  
Laura Thomas  
Yasmin Howbrook

**Law Student of the Year**

**Amy Evans – Winner**  
Rukhsar Jahangir  
Tabitha Boyton

**In-House Lawyer of the Year**

**Kate Cheetham – Winner**  
Abigail Wilson  
Lynda Horgan

**Paralegal of the Year**

**Eve Bottalico – Winner**  
Kyla Donnelly  
Zania Putri

**Mentor of the Year**

**Mellissa Akinya – Winner**  
Crystal Dias  
Eve Dullabh  
Judge Bibi  
Sarah Youssefi

**Legal Academic of the Year**

**Rachel McPherson – Winner**  
Laura Bee  
Professor Lisa Webley

**Humanitarian Advocate of the Year**

**Maab Saifeldin – Winner**  
Iryna Kravtsova  
Tetyana Antsupova

**CILEX Lawyer / Chartered Legal Executive**

**Louise Fisher – Winner**  
Gemma Adams  
Zoe Heron

**Champion of the Year**

**Reena Parmar – Winner**  
Jade Gani  
Paige Gouldthorpe  
Sarah Ouis  
Sharon Thomas

**Lifetime Achievement Award**

**Gareth Peirce**



## 2022

### **Barrister of the Year**

**Sultana Tafadar KC – Winner**  
Katy Thorne KC  
Elaine Banton

### **Solicitor of the Year**

**Keeley Lengthorn – Winner**  
Jenine Abdo  
Polly Blenkin

### **Rising Star of the Year**

**Lucy Cole – Winner**  
Netanya Clixby  
Nasreen Shah  
Saadia Sharmin

### **Law Student of the Year**

**La'Shaunna Williamson – Winner**  
Catherine Maunder  
Hafsa Arif

### **In-House Lawyer of the Year**

**Angharad Price – Winner**  
Rosie Teo  
Rachel Ford

### **Paralegal of the Year**

**Ella Watts – Winner**  
Iona Gallagher  
Sophie Naughton

### **Mentor of the Year**

**Sian Wilkins – Winner**  
Nasreen Shah  
Rachel Bale

### **Legal Academic of the Year**

**Professor Charlotte O'Brien – Winner**  
Maria Fletcher  
Dr. Metka Potočnik

### **Champion of the Year**

**Kishma Bolaji – Winner**  
Akima Paul Lambert  
Gaenor Bruce  
Holly Moore  
Sunaina Srani-Chohan

### **Lifetime Achievement Award**

**Baroness Butler-Sloss**

## 2021

### **Barrister of the Year**

**Rehana Azib – Winner**  
Morayo Faborun Bennett  
Charlotte Proudman  
Christina Warner  
Diana Wilson

### **Solicitor of the Year**

**Leena Savjani – Winner**  
Phyllis Acheampong  
Katharine Landells  
Samima Majid  
Farah O'Brien

### **Under-35 Lawyer of the Year**

**Chidi Onyeche – Winner**  
Faith Edmunds  
Mary-Rachel McCabe  
Emma McIlveen  
Sabrine Pervez

### **In-House Lawyer of the Year**

**Jenny Moore – Winner**  
Rosamund Browne  
Vicky Harris  
Claire Porter-Bryant  
Harpreet Sagoo

### **Paralegal of the Year**

**Rebecca Jiggins – Winner**  
Toria Barnes  
Megan Ryan  
Saadia Sharmin  
Marianna Vlas

### **Mentor of the Year**

**Alexandra Gordon – Winner**  
Amy Cox  
Catherine Bamford  
Laura Coates  
Jade Williams-Adedeji

### **Legal Academic of the Year**

**Shaid Parveen – Winner**  
Sarah Hendry  
Aoife Nolan  
Nicole Pierce  
Dr. Metka Potočnik

### **Champion of the Year**

**Lynette Wieland – Winner**  
Vanessa Challess  
Anthony Metzger KC  
Amanda Millar  
Kenny Robertson

### **Lifetime Achievement Award**

**Dame Linda Dobbs DBE**

## 2020

### **Barrister of the Year**

**Kama Melly KC – Winner**  
Caoilfhionn Gallagher KC  
Anneli Howard  
Sheryl Nwosu  
Sarah Pinder

### **Solicitor of the Year**

**Tracey Dovaston – Winner**  
Amanda Adeola  
Vanessa Challess  
Farzana Naz

### **Under-35 Lawyer of the Year**

**Karla Lykourgou – Winner**  
Chloe Birch  
Netanya Clixby  
Anne Collins  
Sangeetha Lengar

### **In-House Lawyer of the Year**

**Anne Bodley – Winner**  
Shanika Amarasekara  
MBE Clare Belcher  
Attia Hussain  
Amy Marren  
Angharad Price

### **Champion of the Year**

**Samina Iqbal – Winner**  
Natasha Harrison  
Sabeena Pirooz  
David Stone  
Suzanne White

### **Lifetime Achievement Award**

**Cherie Blair KC**

## 2019

**Barrister of the Year****KC Rehana Popal – Winner**

Elaine Banton  
 Poonam Bhari  
 Kate Brunner KC  
 Professor Jo Delahunty  
 Professor Suzanne Rab

**Solicitor of the Year****Dr. Laura Janes – Winner**

Hermione Allen  
 Danielle Ayres  
 Catherine Hart  
 Sarah Khan-Bashir MBE  
 Kelly Thomson

**Under-35 Lawyer of the Year****Priscilla Osoba – Winner**

Cynthia Jakes  
 Stephanie Kay  
 Coralie McKeivor  
 Coleen Mensa  
 Ingrid Munyaneza

**In-House Lawyer of the Year****Catherine Palmer – Winner**

Penny Caven  
 Elaine Hutton  
 Ruth Pearson  
 Prini Pithouse  
 Angharad Price

**Champion of the Year****Alison Eddy – Winner**

Dr. Kim Barker  
 Jemima Lovatt  
 Sun-Hee Park  
 Rachel Pears  
 Eduardo Reyes

**Lifetime Achievement Award****Baroness Helena Kennedy KC**

## 2018

**Barrister of the Year****Kristy Brimelow KC – Winner**

Martha Cover  
 Caoilfhionn Gallagher KC  
 Angela Rafferty KC  
 Brie Stevens-Hoare KC

**Solicitor of the Year****Hilary Meredith – Winner**

Katka Butler  
 Brandusa Tataru-Marinescu  
 Belinda Lester  
 Natasha Harrison

**Under-35 Lawyer of the Year****Rachel Welch-Phillips – Winner**

Frances Hull  
 Zeena Luchowa  
 Katherine McAssey  
 Annsley Merelle Ward

**In-House Lawyer of the Year****Ruth Murphy – Winner**

Maaïke de Bie  
 Jolie Norris  
 Anna Suchopar

**Champion of the Year****Nilema Bhakta-Jones – Winner**

Ray Berg  
 Dan Fitz  
 Charlotte Wannedeya  
 Mary-Ann Wright

**Lifetime Achievement Award****Baroness Hale**

## 2017

**Inspirational Woman of the Year****Anita Jewitt – Winner**

Harriet Johnson  
 Suzanne Keenan  
 Suzanne Szczetnikowicz  
 Jenny Wilde

## 2016

**Inspirational Woman of the Year****Keily Blair – Winner**

Annie Flower  
 Gemma Pesce  
 Claire SnWg  
 Georgina Wolfe



# References

## **Statistic references:**

Biographies of the Justices - The Supreme Court

Figure 8 & 21 - Ministry of Justice, Diversity of the Judiciary:  
Legal professions, new appointments, and current post-holders -  
2024 Statistics

PwC Law Firms' Survey 2023

FTSE Women Leaders Review: Achieving Gender Balance, 2024

King's Counsel Statistics

## **Other:**

Race for inclusion: the experiences of Black, Asian, and minority  
ethnic solicitors Study by The Law Society, 2020 (page 12)



**There was a time when it wasn't cool to be a woman in law. We all acted like the men. The necessity for that has long passed, along with toxicity being an acceptable part of this profession. 2024 is the year when the star of ethics rose high in the sky and our collective responsibility for what this profession holds for the future landed clear as a bell. Women are at the heart of that rise in how we hold sacred the standards in ourselves, at home, at work and with each other. As the profession that actually invented duty of care, we have a way to go in the legal sector until we can be universally proud in the face of society - I for one stand with all who lend to that their will.**

**Jenifer Swallow**

*Director at Jenifer Swallow Consulting*



**Is The Future Is Female? What it means to be a female professional: It's beyond my personal passion and growth. But understanding that every contribution I make it must have a positive impact on the current and the next generation for women. What it means to be a Woman Who Will - I will continue to be proactive, committed to making a difference, and not be afraid to challenge the status quo to achieve my vision which is to liberate other women and to inspire them to believe in their own potential and capabilities in professional space for women.**

**Emelda Nomvula Khoza**

*Founder of the Activated Visionary Network*



# Women in Law Timeline

**1919**

Passing of the Sex Disqualification (Removal) Act

**1933**

Stella Thomas becomes the first West African woman to be called to the Bar

**1956**

Dame Elizabeth Lane appointed High Court judge, the first woman to achieve this position

**1991**

Baroness Patricia Scotland is the first black woman to be appointed King's Counsel

**1923**

Mithan Tata becomes the first practising female Indian barrister

**2007**

Baroness Patricia Scotland becomes the first female Attorney General

[9 & 10 Geo. 5.] *Sex Disqualification (Removal) Act, 1919.* [Ch. 71.]



CHAPTER 71.

An Act to amend the Law with respect to disqualifications on account of sex.  
[23rd December 1919.]  
Enacted by the King's most Excellent Majesty with the advice and consent of the Lords Spiritual, Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:  
1. A person shall not be disqualified on account of sex from the exercise of any office, or from being appointed to or holding any civil or judicial office, or from entering or assuming or carrying out any profession, vocation, or occupation, or from admission to any other incorporated society.



**1922**

Women first qualify as barristers and solicitors in England and Wales

**1930**

May Samuel becomes the first Jewish woman to graduate Leeds University

**1949**

Dame Rose Heilbron and Helena Normanton become the first two women appointed King's Counsel at the English Bar

**1988**

Dame Elizabeth Butler-Sloss becomes the first woman appointed to the Court of Appeal

**2004**

Dame Linda Penelope Dobbs is appointed a judge of the High Court, the first non-white person to be appointed to the senior judiciary in England and Wales





## 2015

- Dame Bobbie Cheema-Grubb becomes the first Asian woman to serve as a High Court judge
- First 100 Years crowdfunding campaign to fund the creation of the first biographical films and the first annual Spark21 conference
- First 100 Years launch at the House of Lords with support of the professional organisations

## 2013

Gabrielle Turnquest becomes youngest person in 600 years to qualify as a barrister



## 2018

- Launch of the First 100 Years touring exhibition
- First 100 Years hosts the 'Supreme Courts in Conversation' event, bringing four female Chief Justices of Supreme Courts from around the world together for the first time
- HHJ Anuja Dhir becomes the first non-white circuit judge to sit at the Old Bailey



## 2020

Raffia Arshad becomes one of the first Hijab-wearing deputy district judges in Britain



## 2022

Centenary of women qualifying as barristers and solicitors in England and Wales



## 2024

- The RH Shabana Mahmood MP is appointed as the first woman Lord Chancellor - she is also the first Lord Chancellor to swear their oath on the Qur'an
- Catherine Smith KC is sworn in as an Advocate General for Scotland, making this year the first time in which Scotland's three law officers are all female
- Over 350 women KCs and judges meet at the Royal Courts of Justice to mark 75 years since the first two women took silk
- Carolyn Kirby, the first female president of the Law Society, marks 25 years of being a member of Council

## 2023

- Dame Sue Carr becomes the first Lady Chief Justice
- Lubna Shuja becomes the first Asian, first Muslim, and seventh female President of the Law Society of England and Wales

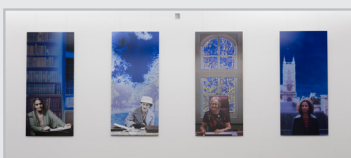


100

FIRST HUNDRED YEARS

## 2014

Soft launch of the First 100 Years with support of the Law Society



## 2017

Baroness Hale becomes the first woman appointed President of the Supreme Court

## 2019

- Centenary of the Sex Disqualification (Removal) Act
- The artwork 'Legacy 2019' by Catherine Yass, commissioned by Spark21 and First 100 Years, is donated to the Supreme Court

## 2021

Stephanie Boyce becomes first non-white President of the Law Society

# WOMEN WHO WILL

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# 2024

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**Baker  
McKenzie.**

NEXT  
HUNDRED  
YEARS

The logo for 'Next 100 Years' features the text 'NEXT HUNDRED YEARS' stacked vertically to the left of a stylized '100' where the zeros are represented by vertical bars of varying heights.

 **obelisk**

The Obelisk logo consists of a red circle with a white dot in the center, followed by the word 'obelisk' in a lowercase, sans-serif font.