

UNLIMITED IN
ACTION:
OPENING DOORS
& ENRICHING LIVES

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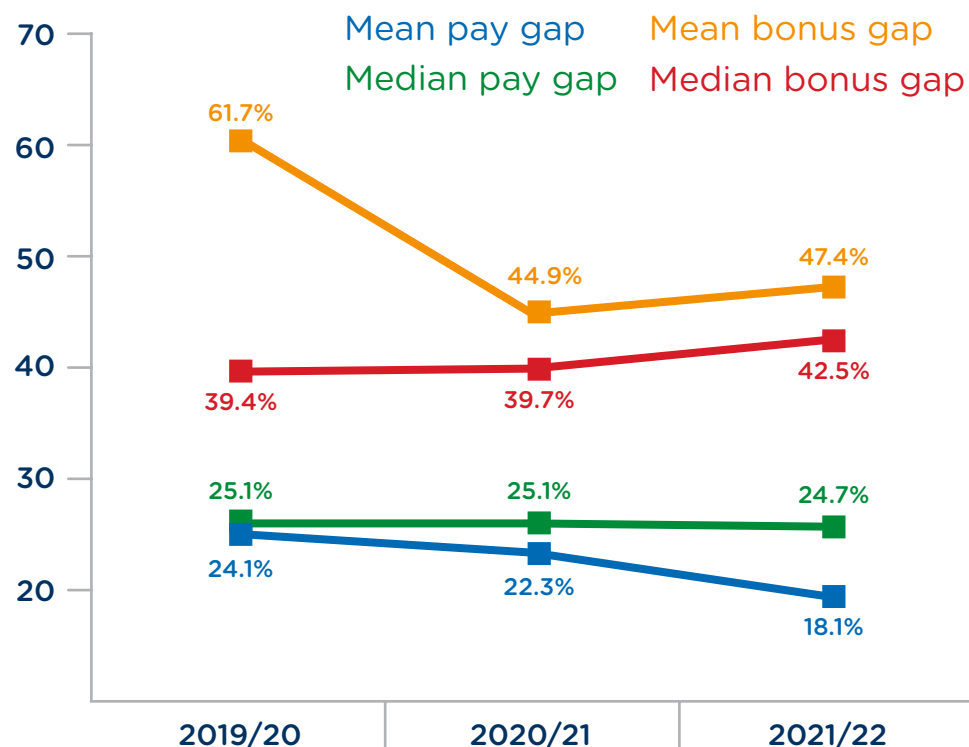
Gender Pay Gap Reporting - 21/22 (published in April 2023)

We are pleased to publish our latest gender pay gap report which details how we have been actively working to reduce our gender pay gap. Our mean gender pay gap has decreased to 18.1%. Over the last 7 years, we have been actively introducing measures to improve our gender pay gap.

Against the backdrop of the pandemic, these figures are particularly encouraging. As we delve into the details, the Consultant pay gap has decreased from 13.6% to 10.3% in the last year although the pay gap for our 'Support' and 'Central Services' teams has increased slightly from 12% to 13.1%. (Please note we include all roles in Central Support under the 'Support' category.)

This figure reflects that a larger proportion of women work in lower paid roles within the company, for example roles which are in our 'Support' category. These roles are competitively paid compared to the market and we ensure equal pay for men and women in the same roles. However because they are predominantly filled by women this affects the average pay and bonus figures for women at the company overall and produces the gender pay gap.

Statutory Reporting Figures



Note

- 1) The snapshot data for 2021/22 was taken on 5 April 2022 to calculate the mean and median gender pay gap.
- 2) The relevant bonus period for 21/22 is the preceding 12 months ending on the snapshot date being used for calculations. i.e. as the snapshot date is 5 April 2022, the relevant bonus period is 6 April 2021 to 5 April 2022.

We ensure that everyone at the company receives fair pay, regardless of gender or any other characteristic. We are tackling our gender pay gap by providing development opportunities across the firm. Roles are advertised internally and we encourage our people to apply for these roles to facilitate upward progression.

In 2021, we promoted a total of 52 employees and Partners across the business, 61.5% of whom were women. We have a comprehensive training curriculum in place for roles to help individuals build their skillsets, develop their careers and reach their potential. We have focused on strengthening the mechanisms that facilitate equal opportunities for career progression. These include the introduction of our new hybrid working approach.

Whilst we are pleased with our progress in working to close our gender pay gap, we recognise there is much more work to be done. One of our key aims as a company is to build an inclusive workplace that fosters diversity. Our Gender Allies group has been working tirelessly to ensure people feel we have an open and inclusive culture.

Reporting our progress through our Unlimited in Action report provides an important mechanism through which we can provide transparency and accountability against our key aims. Work is underway preparing our Ethnicity Pay Gap report, details of which will be available shortly.

Mean & Median Bonus Pay Gap

The Mean Bonus Pay Gap has slightly increased from 44.9% to 47.4% with the Medium Bonus Pay Gap also increasing from 39.7% to 42.5%.

Due to length of service and the eligibility period for bonuses, most of the new hires (who are predominantly women) were not eligible for a bonus but we should hopefully see a smaller bonus pay gap next year.

LLP

By choosing to include Partner data, we go beyond statutory requirements in our Gender Pay Gap Reporting. The Mean Pay Gap among Partners is -0.8% and the Median Pay Gap is 1.4%.

Points to consider

The Company was still being impacted by the aftermath of the pandemic during 2021/22 so we should expect some change for 2022/2023.

Actions taken

We encourage our colleagues to take Shared Parental Leave which offers 6 weeks' full pay as we are committed to being a family-friendly employer.

We have introduced a Pregnancy Loss Policy and Fertility Treatment Policy.

We have adopted a hybrid working pattern and flexi-hours, which encourages our employees to have a work/life balance and help those in particular who are carers or parents.

The Gender Allies have held a number of seminars to discuss women in the workplace.

We continue to approve around 92% of formal flexible working requests submitted.

The language we use is regularly audited on all adverts, role profiles and person specifications to ensure we are being open and encouraging. We also have open conversations about how we can support returning parents, establishing flexible working patterns or making other adjustments where needed.

We continue to have an open, accessible, and fair Promotions process that allows development for all and we provide mentoring and buddy schemes for all employees.