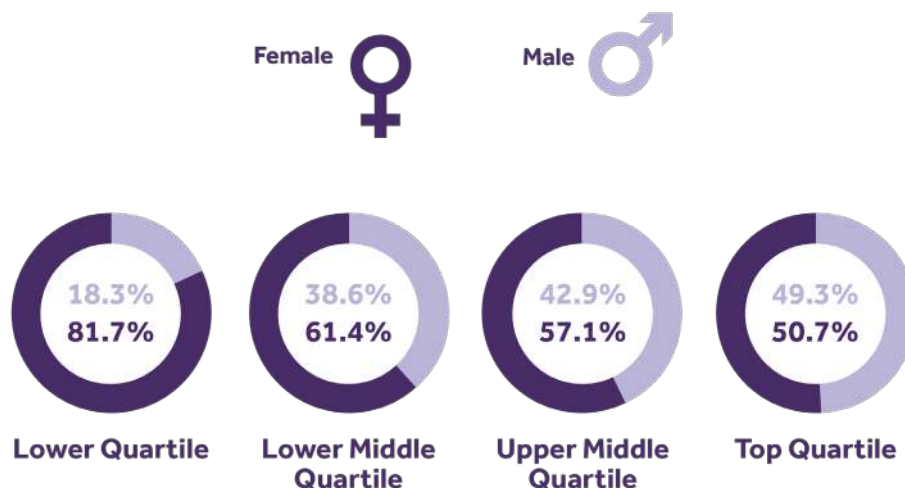


WINN SOLICITORS PAY GAP REPORTING & COMMENTARY

All UK employers with over 250 employees are required to publish data regarding the relative levels of their employees pay and bonus by gender, in line with the snapshot date of 5th April 2019.

The gender pay gap is defined as the difference between the mean and median hourly pay rate received by female and male colleagues. UK legislation requires companies to identify their overall pay range, divide it into equal sized quartiles and report on the percentage of females and male in each quartile.

The gender pay gap report provides an opportunity for Winn Solicitors to continue to focus on it's commitment to equality at work across all diversity characteristics; nurturing and supporting female talent is a key part of this effort.



Difference in pay between females and males



Difference in bonus pay between females and males



WHAT IS THE CAUSE OF THE GAP IN PAY?

The bonus pay gap has improved as more females have received a bonus. This is due to the introduction of Fee Earner bonus schemes.

As gender pay gaps are based on averages taken across the group, they do not account for factors including job role or different levels of seniority.

Within the Top Quartile and Upper Middle Quartile there is a more balanced proportion of females to male employees; statistically we have received a significantly higher proportion of female applications within apprenticeship and support roles, which has resulted in more

female appointments.

There was a higher proportion of female employees who work part time and who were on maternity leave at the snap shot date, which contributes towards the gender pay gap.

WORKFORCE PROFILE

To understand our gender pay gap data, it is useful to consider our workforce profile. This shows a significantly higher proportion of women across fee earning and business support roles.

Percentage of workforce who are in fee earning/business support roles



Percentage of fee earning workforce who are female/male



Percentage of business support workforce who are female/male



HOW ARE WE ADDRESSING THE GENDER PAY GAP?

We are working to see gender equality across the group. The following points are part of an on-going action plan to ensure the increased progression of women in our business:

- We continue to promote diversity and equal opportunities to support gender equality.
- Flexible working options are promoted at all levels.
- We continue to review salaries annually, considering sector appropriate market data, specifically in relation to the Lower and Middle Quartiles.
- Encouraging and supporting the development and progression of apprentices and business support positions.
- Reviewing recruitment strategies, specifically in relation to attraction of male candidates for apprentice and business support positions.