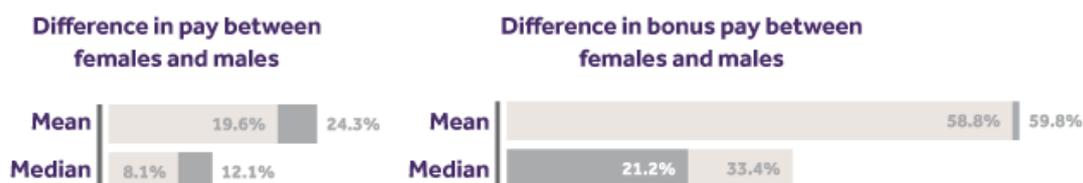
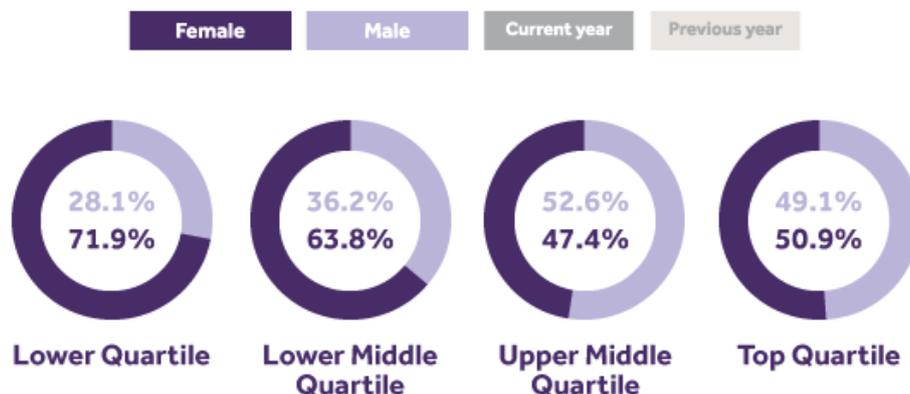


WINN SOLICITORS PAY GAP REPORTING & COMMENTARY

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 2021.

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 males in each quartile.

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



WHAT IS THE CAUSE OF THE GAP IN PAY?

Gender pay gaps are based on averages, they do not account for factors including job role, changes in market rates or pay of levels by seniority.

All staff who were furloughed returned to work prior to the gender pay gap report 20-21. Data in the report shows similarities with the year prior to the pandemic.

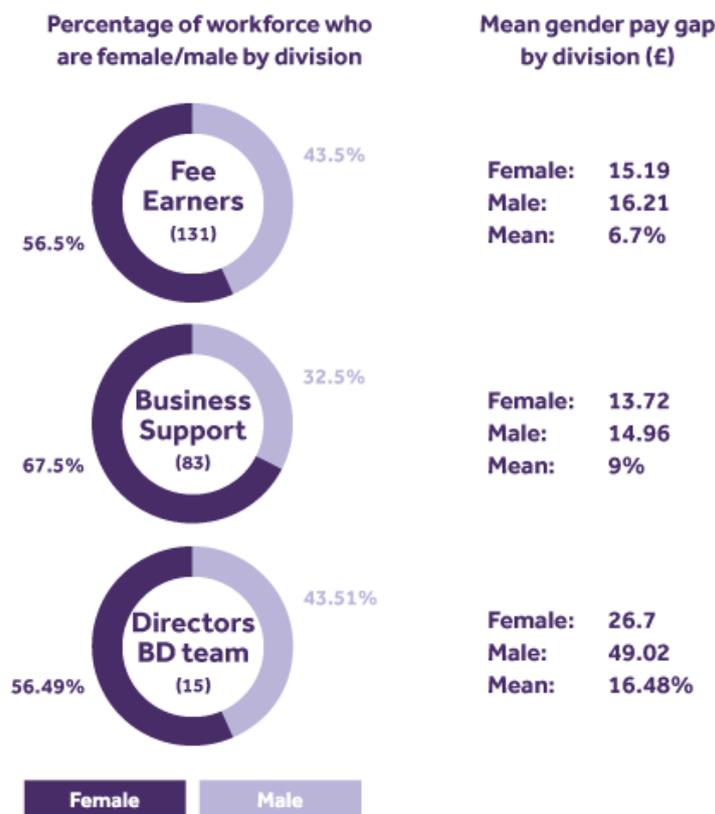
There is a continued pattern following last year’s snapshot that a higher proportion of employees work part time and/or were on maternity leave at the snapshot date.

Females are represented at all levels, including middle and senior management and account for 60.61% of our total workforce.

Within the Top and Upper Middle Quartile there remains a closer ratio of females to male employees in comparison to the Lower and Lower Middle Quartile. We continue to have a significantly higher proportion of female applications for Business Support roles. Another factor contributing to this continues to be a higher proportion of female employees working part time.

WORKFORCE PROFILE

The gender pay gap is significantly lower in both Fee Earners and Business Support roles, with 6.7% and 9% mean gender pay respectively, while in the higher pay levels of Directors and Business Development Teams, the mean pay gap is 16.48%, impacting on a very small amount of employees (15).



HOW ARE WE ADDRESSING THE GENDER PAY GAP?

The following points are part of our on-going actions to ensure the progression of females within our business:

- We continue to promote equality and diversity, fostering a culture to support equal opportunities and gender equality.
- Our flexible working policies are promoted at all levels.
- Continuing to review salaries annually, considering sector appropriate market data.
- Encouraging and supporting the training, development and progression of Lower Quartile roles.
- Reviewing succession planning in line with business requirements and reviewing our recruitment strategies specifically in relation to Lower Quartile roles.