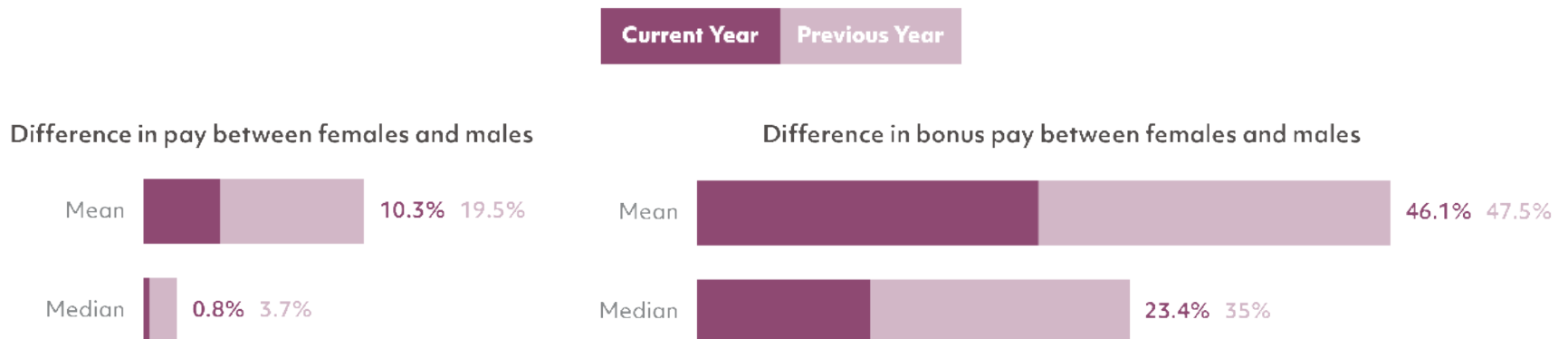
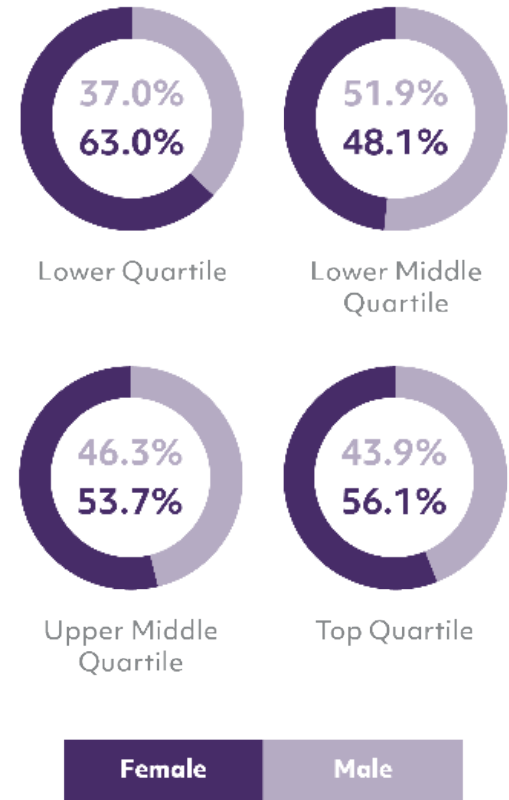


Pay Gap Reporting and Commentary

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 2023.

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 the market rates, or pay by levels of seniority.

The data report shows that the gender pay gap has improved compared to the previous year.

Females are represented at all levels, including middle and senior management and account for 54.95% of our total workforce.

The Upper Middle Quartile and Lower Middle Quartile show a close ratio of female to male employees in comparison to the Lower and Top Quartile. This has changed from the previous year where a closer ratio was present in the Lower Middle Quartile.

We have recruited a high volume of entry level fee earning staff within this period, which has contributed to closing the gap within the Upper Middle and Lower Middle Quartile. The gap has improved in the Top Quartile, with a higher proportion of females to males within this quartile.

We continue to have a significantly higher proportion of female applications for business support roles, and another factor contributing to this continues to be a higher proportion of female employees working part time.

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.
- We operate 24/7, enabling greater flexibility in terms of working hours and shift patterns.
- 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.