

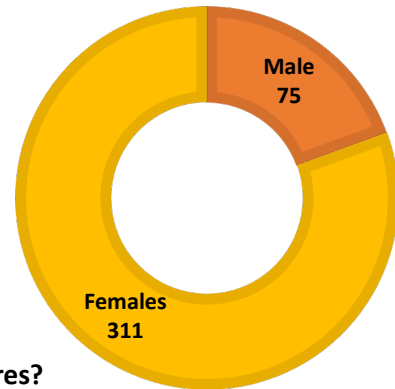
Gender Pay Gap Report 2023

Ashtons Legal, along with all other UK employers with over 250 employees are required to analyse and report on their gender pay gap. The gender pay gap is the difference between men and women's average hourly wage within a business regardless of their role and seniority. This is not the same as equal pay, which is about men and women being paid the same for equal work. We are required to report to the government annually on the following:

- mean and median gender pay gap
- mean and median bonus pay gap
- proportion of men and women receiving a bonus
- distribution of men and women across the business divided into four quartiles from lowest to highest pay

The information is based on data on the snapshot date of 5 April 2023 and bonuses paid in the 12 months to this date.

On 5 April 2023 Ashtons Legal had 386 relevant employees.



What is the difference between the mean and the median figures?

The **mean** figure is calculated by adding together all the full-pay relevant employees' hourly rates of pay for each gender and dividing it by the number of full-pay relevant employees for each gender.

The **median** figure is calculated by identifying the middle hourly rate of pay for both men and women full-pay relevant employees.

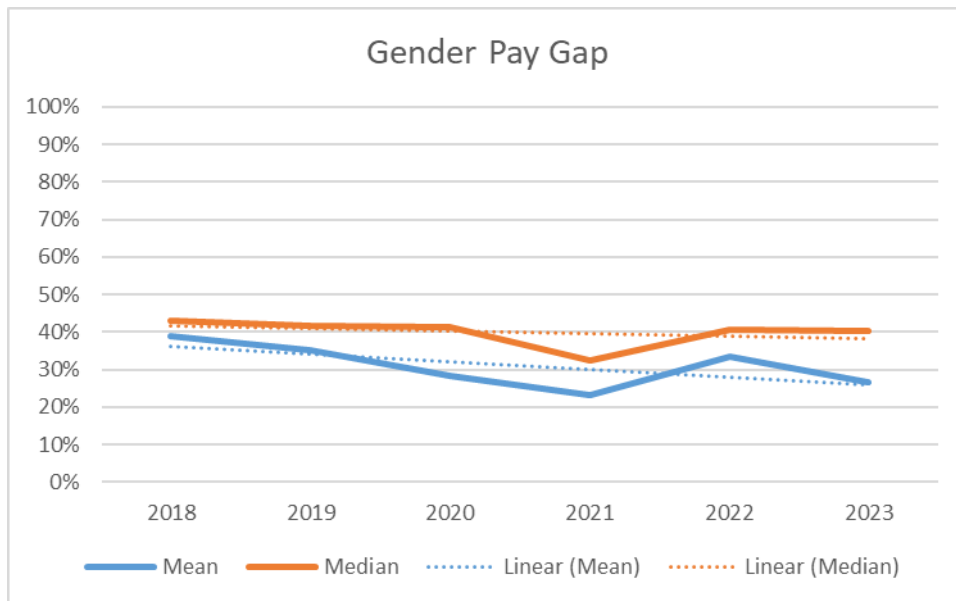
Review of the data

This year our median gender pay gap decreased by 6.7% and the mean decreased by 0.4%.

Mean gender pay gap	
2023	26.7%
2022	33.4%

Median gender pay gap	
2023	40.3%
2022	40.7%

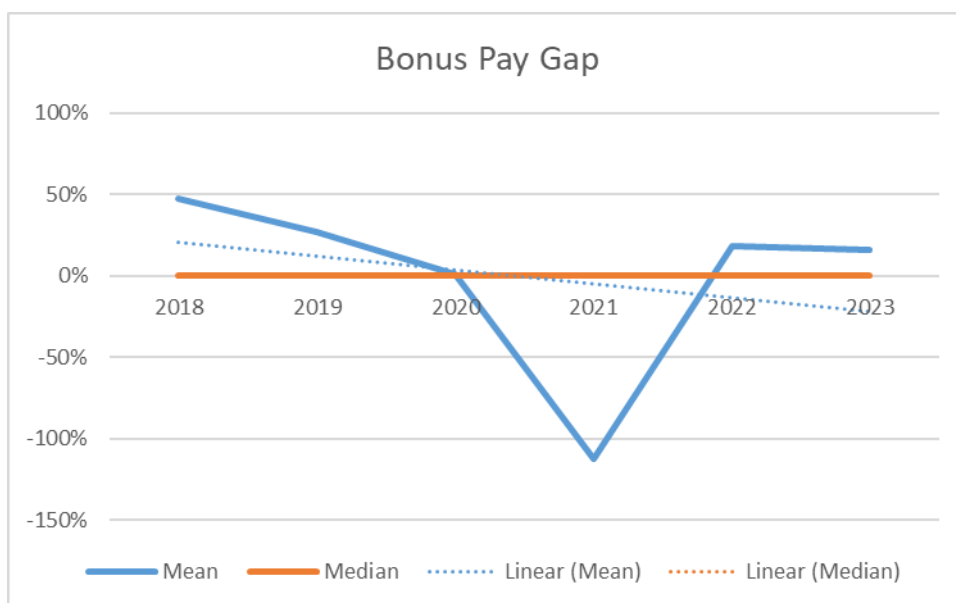
We are pleased to see a decrease in both our median and mean gender pay gaps this year, which continues to follow the movement in the graph below showing the overall trend that the gap is closing.



We have again undertaken a more detailed analysis of our data, looking at the mean and median gender pay gaps for some of our lawyers and partners. This analysis shows a much smaller pay gap at each level, with a negative number showing in a gap in favour of women.

Role	Mean	Median
Salaried Partner	8.4%	6.4%
Senior Associate	-0.6%	-4.4%
Associate	8.5%	8.9%

Bonuses



Proportion of men and women receiving a bonus (Figure in brackets is 2022 data)

Men	Women
94.7% (78.8%)	93.2% (88.2%)

Our Bonus Pay Gap graph looks very different to the gender pay gap graph, with the median gender bonus gap from 2018 to 2023 consistently being 0%. This shows that men and women have equal access to a bonus.

We are also making progress in closing our bonus pay gap, which was 18% in favour of men in 2022 and 16.2% in 2023. We introduced a firmwide bonus scheme in April 2022, however the snapshot date of 5 April 2023 and therefore calculation of the gender pay gap was before bonuses were paid out for the 2022/2023 financial year when all eligible employees received a 5% bonus.

Breakdown across the firm

The following table shows the distribution of men and women across the firm divided into four quartiles from highest to lowest pay.

Quartile	Men		Women	
	2022	2023	2022	2023
Upper	45.6%	40.4%	54.4%	59.6%
Upper Middle	14.4%	14.0%	85.6%	86.0%
Lower Middle	5.6%	8.6%	94.4%	91.4%
Lower	23.3%	16%	76.7%	84.0%

We have a higher proportion of women than men at the Firm and this is shown across each of the quartile ranges.

Diversity and Inclusion forms a key part of our strategy and our Diversity and Inclusion Committee has the full support and buy in from all areas of our business. We already have a number of initiatives and working practices that support our diversity and inclusion agenda, including:

- Family friendly policies – Enhanced maternity, paternity and adoption leave pay.
- Paid Time Off – empowering employees to take the time off they feel they need rather than imposing limits.
- Working Policy – empowering our employees to get the work life blend that works for them, not specifying how many days employees need to work from the office.
- Leadership Programmes – Applications are accepted from all employees for each of our three leadership programmes.
- Career conversation and support.
- Coaching and mentoring.

Over the last 12 months we also welcomed 4 individuals on our legal apprenticeships, alongside many other apprenticeships across the firm. We have launched a fertility wellness session which was attended by all genders to share knowledge and gain a deeper understanding across our business. We are also rolling out Imposter Thinking Workshops, available to all our employees in April 2024. Imposter Thinking is a way of thinking which can affect all genders, however it is known to predominantly impact women which can impact their likelihood to apply for promotions and progress within a firm. We are continually looking at ways in which we can break down any barriers that may be preventing women from progressing.

Our partnership is continuing to grow with the proportion of women in our partnership now being 43%. We also welcome another woman onto our Management Board in April 2024.

We are always open to suggestions from our employees on how we can improve and will be working with our Diversity and Inclusion Committee to put an action plan together to help us achieve our aims.