

Gender Pay Gap Report (snapshot date 5 April 2023)



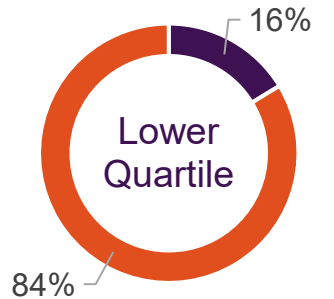
Pay Data

Difference between gross hourly earnings for all men and all women

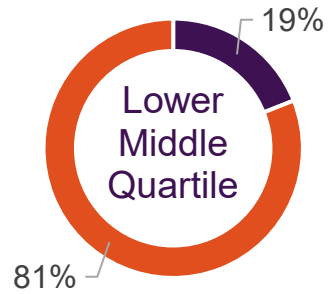
| | Mean | Median |
|--|--------------|--------------|
| Gender Pay Gap (April 2018) | 27.0% | 36.6% |
| Gender Pay Gap (April 2020) | 23.5% | 20.2% |
| Gender Pay Gap (April 2021) | 23.1% | 31.5% |
| Gender Pay Gap (April 2022) | 20.7% | 31.4% |
| Gender Pay Gap (April 2023) | 24.5% | 35.5% |
| Overall Difference (since 2018) | -2.5% | -1.1% |

Pay Data

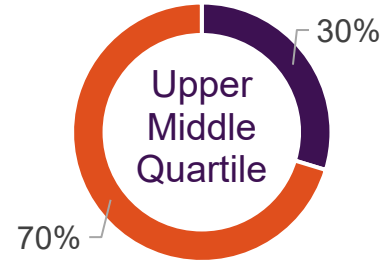
Proportion of men and women in each pay quartile band



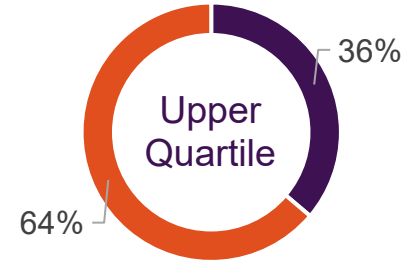
■ Male ■ Female



■ Male ■ Female



■ Male ■ Female



■ Male ■ Female

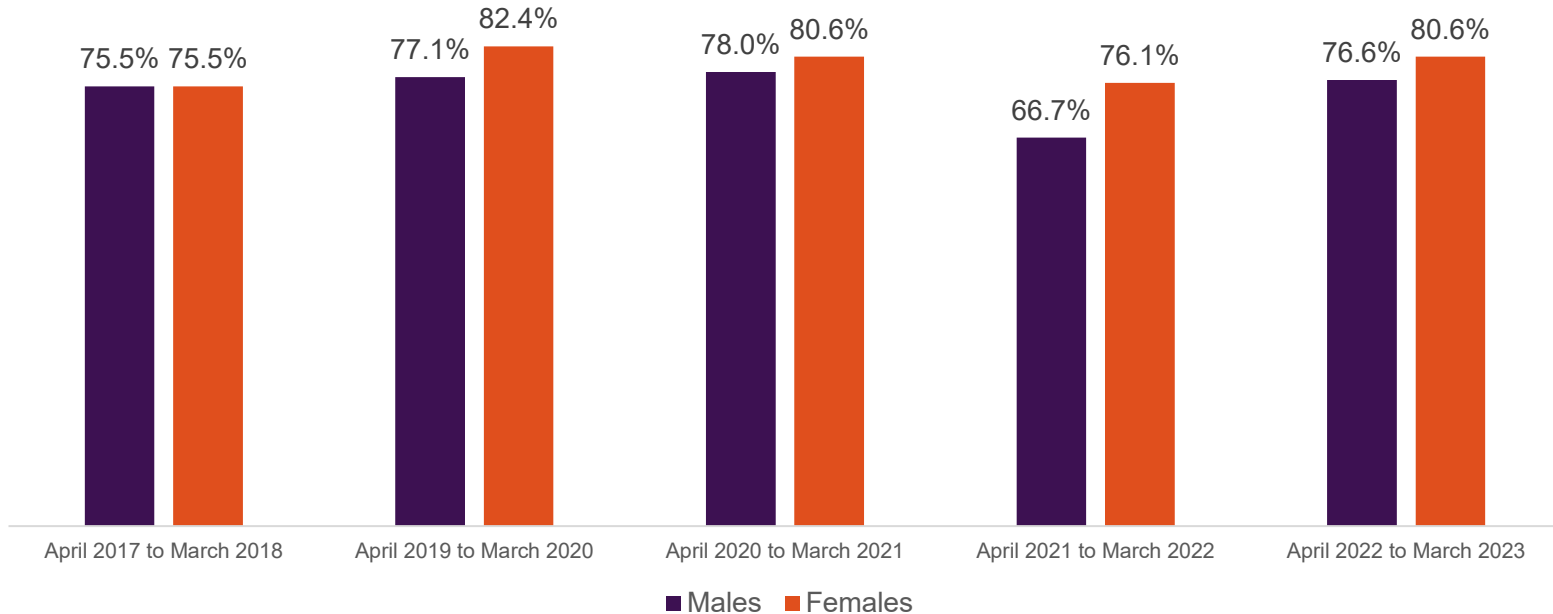
Incentive Data

Difference between bonuses paid to men and women

| | Mean | Median |
|---|--------------|---------------|
| Gender Bonus Pay Gap (April 2017 – March 2018) | 59.5% | 42.7% |
| Gender Bonus Pay Gap (April 2019 – March 2020) | 60.2% | 39.1% |
| Gender Bonus Pay Gap (April 2020 – March 2021) | 71.1% | 44.4% |
| Gender Bonus Pay Gap (April 2021 – March 2022) | 68.7% | 34.2% |
| Gender Bonus Pay Gap (April 2022 – March 2023) | 49.6% | 8.0% |
| Overall Difference (since 2018) | -9.9% | -34.7% |

Incentive Data

Proportion of employees receiving a bonus



Birketts LLP

+44 (0)808 169 4320

[birketts.co.uk](https://www.birketts.co.uk)

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