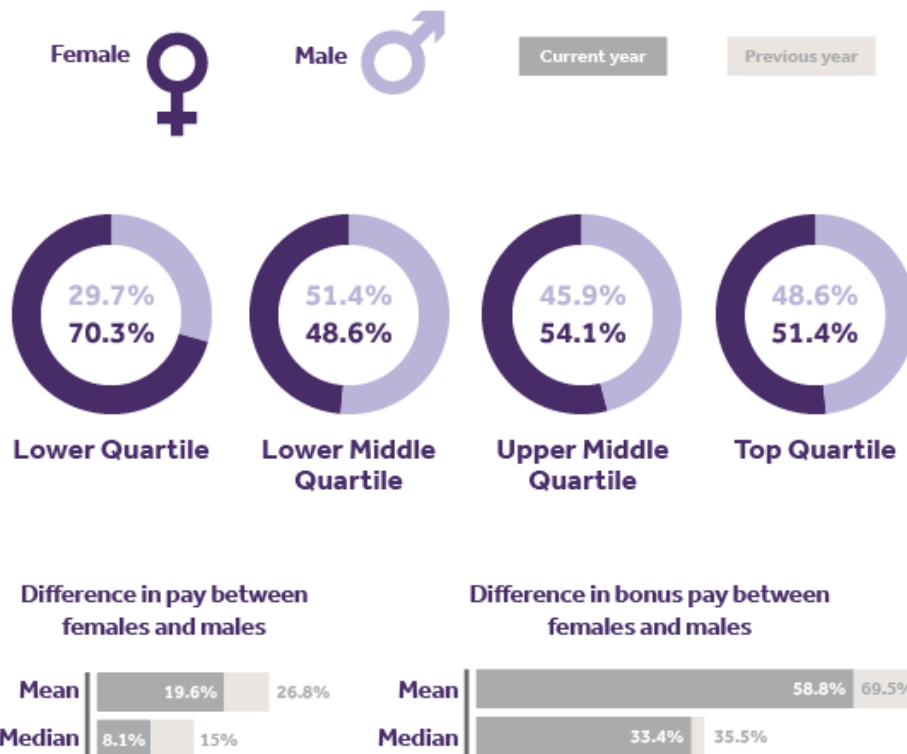


WINN SOLICITORS PAY GAP REPORTING & COMMENTARY

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 2020.

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?

The gender pay gap, both mean and median, showed an improvement in the current year - but this could be due to staff being furloughed.

The bonus pay gap has continued to improve as an increase in females have received a bonus, this is due to our Fee Earner bonus schemes.

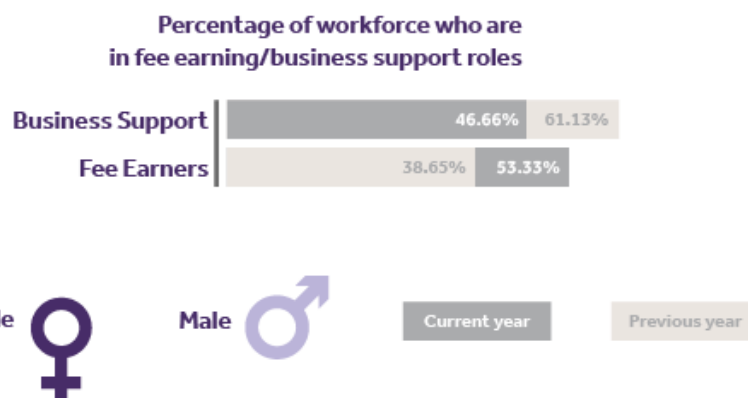
Gender pay gaps are based on averages, they do not account for factors including job role, or different levels of seniority. Females are represented at all levels, including middle and senior management and account for 61.4% of our total workforce.

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 see a significantly higher proportion of female applications for business support roles in particular Apprenticeship and Customer Service roles, this has resulted in more female appointments. Another contributing factor in the gender pay gap is that a higher proportion of female employees worked part time and/or were on maternity leave at the snapshot date.

WORKFORCE PROFILE

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

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.
- Updating our succession plans in line with business requirements and reviewing our recruitment strategies specifically in relation to Lower Quartile roles.