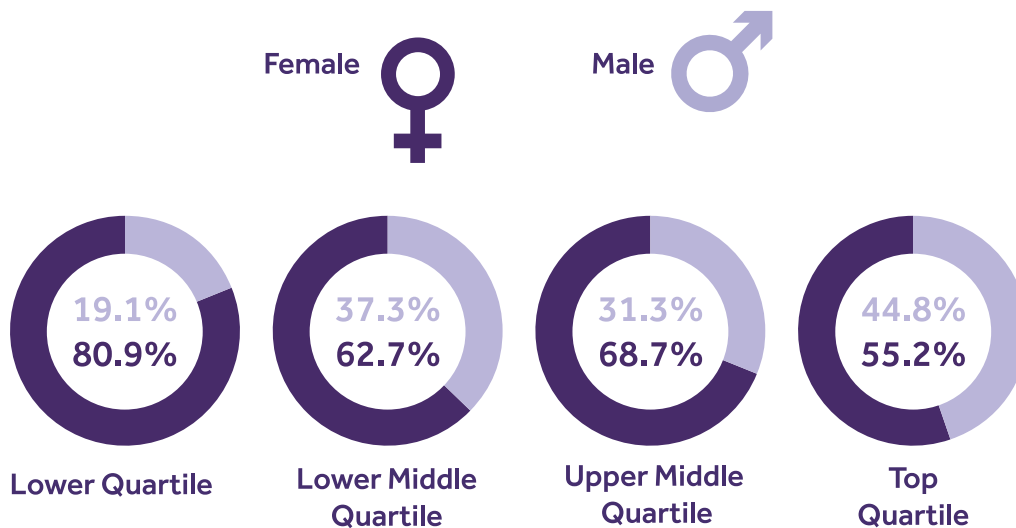


WINN SOLICITORS PAY GAP REPORTING & COMMENTARY

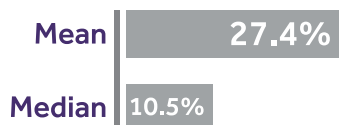
Gender pay legislation requires employers with 250 or more staff to publish their gender pay figures for employees, in line with the snapshot date of 5th April 2017.

The gender pay gap is defined as the difference between the mean and median hourly pay rate received by female and male colleagues.

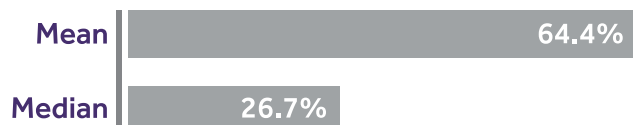
The UK legislation requires us to identify our overall pay range, divide it into equal sized quartiles and report on the percentage of women and male in each quartile.



Difference in pay between females and males



Difference in bonus pay between females and males



WHAT IS THE CAUSE OF THE GAP IN PAY?

As gender pay gaps are based on averages taken across the group, they do not account for factors including job role or different levels of seniority.

The main factor affecting the difference in the rate of pay between female and male staff is the imbalance between female and male colleagues at director level, following the retirement of our founding female directors. Females are represented at all levels, including middle and senior management, accounting for 68.37% of our total workforce.

WORKFORCE PROFILE

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

Percentage of workforce who are
in fee earning/business support roles



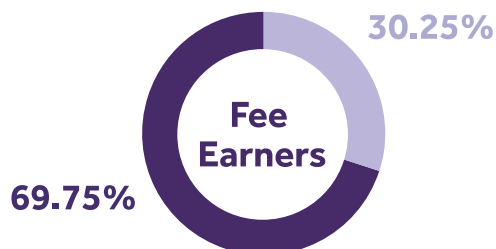
Female



Male



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?

We are working to see gender equality across the group. The following points are part of an on-going action plan to ensure the increased progression of women in our business:

- We are committed to promoting diversity and equal opportunities to ensure gender equality.
- Promoting the availability of flexible working options at all levels.
- Continuing to review salaries annually, considering sector appropriate market data.
- Encouraging and supporting the development and progression of our employees, by introducing succession planning.
- Building a pipeline of talent through leadership development.