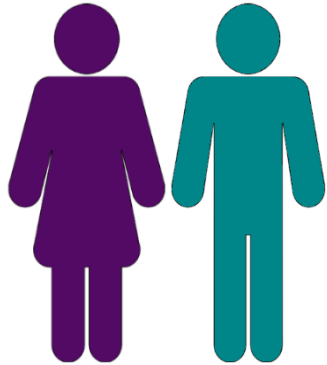


## Pay Gap

69% of our staff are female



31% of our staff are male

MEAN HOURLY RATE  
£17.28

20.4%

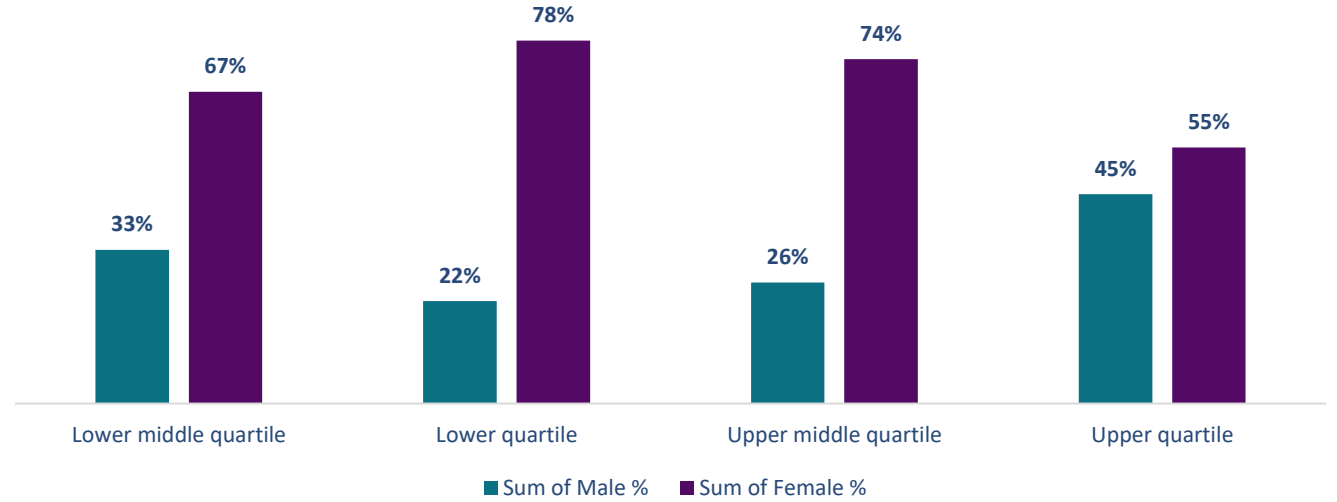
MEAN HOURLY RATE  
£21.70

MEDIAN HOURLY RATE  
£13.58

15.8%

MEDIAN HOURLY RATE  
£16.13

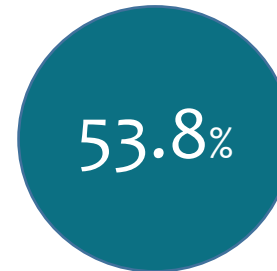
## Gender Representation in Each Quartile



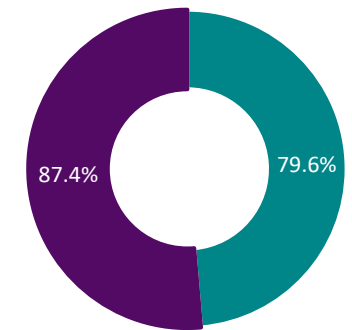
## Median Bonus



## Mean Bonus



## Proportion of males and females who received bonus payments





Our latest gender pay gap report highlights both progress and areas for further improvement in our efforts to promote pay equality within our firm.

This year, our median gender pay gap stands at 15.8%, an increase from 14.5% last year and slightly above the UK average of 13.1%. While this shift indicates some widening in our pay gap, it is important to acknowledge that our mean gender pay gap has reduced significantly from 25% to 20.4%, reflecting positive changes in pay distribution across the firm.

When examining bonus pay, our median gender pay gap in bonuses has improved substantially, reducing from 53.1% previously to 32.2%. However, our mean gender bonus pay gap has increased slightly from 48% to 53.8%. The proportion of women receiving bonuses has increased from 78.6% to 87.4%, exceeding the 79.6% of men who received bonuses (down from 83.6%).

Our workforce remains predominantly female, with 69% of our employees being women. Looking at our quartile representation we have seen some shifts in gender distribution across pay levels. Notably, the upper quartile has remained relatively balanced, with 55% women and 45% men (previously 56% and 44%). However, we have seen a decrease in male representation in the upper middle quartile (26% male, down from 32%) and an increase in male representation in the lower middle quartile. These changes suggest that while more women hold positions at the upper levels, a lower proportion still occupy lower-paid roles.



It should be noted the gender pay gap reporting rules prohibit using data from employees in a salary sacrifice scheme. Of the five schemes run by Express Solicitors (EV Scheme, Childcare Scheme, Ride2Work, Pension Salary Sacrifice, Give as you earn), participation is 51% female. The pension salary sacrifice scheme is 57% female, the childcare vouchers are 83% female, the give as you earn is 100% male, the electric vehicle scheme is 22% female and the cycle to work scheme is 100% male. All these are excluded from the data which unfavorably skews the figures.

Due to reporting rules a variety of factors impact our figures. The data we use during the snapshot date must also exclude any member of staff who was absent due to using one of the company buy back holidays or unpaid leave (2 female), employees who were off sick (12 female, 3 male) or employees who were on parental leave (12 female, 0 male) are also not used under the gender pay gap reporting rules. It must also be noted that whilst our flexible working provisions are popular among females, who are 89% of part time workers, this impacts their commission earnings and leads to lower average hourly pay (incl. bonuses).



*Express Solicitors is committed to engaging and developing its employees and encouraging greater diversity and inclusion. This is being achieved through the following initiatives:*

- Continued transparency when it comes to our recruitment process, salary spines and our reward processes.*
- Ongoing consultation with our senior management team to review salary bandings for all roles; including increases to NMW which impacts proportionally more females due to their distribution within our junior roles.*
- We will continue to review several areas including our maternity and paternity pay and our flexible working policy which enables a blended approach to office and home working. We have and will continue to successfully accommodate an increase in alternative hours arrangements, supporting those with childcare, continued learning and other commitments alike.*
- Continued focus on increasing awareness surrounding equality & diversity training and ensure focus is on individual's talents and skills, with increased engagement through our Equality, Diversity & Inclusion Network who will use the platform to raise awareness for all.*
- We will continue to review and monitor gender pay gap data looking at ways we can continually improve.*

*I confirm the data reported in this document is accurate and conforms to the Equality Act 2010 - Gender Pay Gap.  
Carole Jones (Chief Human Resources Officer)– Chartered MCIPD (non Lawyer)*