

working
with you,
for you

Stephensons

Gender Pay Gap Reporting



73.8% of the Stephensons workforce is female



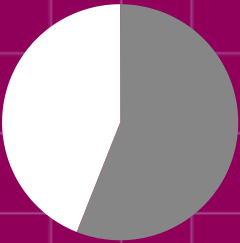
24.55% mean & **32.33%** median pay gap for fixed hourly pay



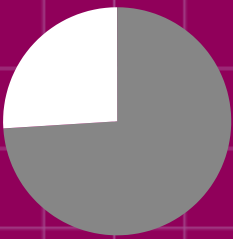
56% of Salaried Partners are female



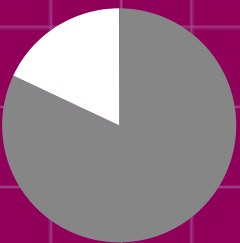
76% of Solicitors are female



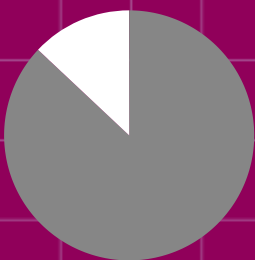
53% of employees in the highest pay quartile are female



74% of employees in the second pay quartile are female



84% of employees in the third pay quartile are female



80% of employees in the lowest pay quartile are female

"I'm encouraged to see, that at a senior level, our firm is equally represented by both male and female team members. As a firm, Stephensons has a large number of female staff in our support and administrative teams which has a bearing on our overall mean figure. However we are committed to the promotion of inclusion and diversity at all levels and to ensuring that all our staff have access to the very best development opportunities.

"Efforts over the past 12 months have made a positive difference in reducing our median pay gap figures and this will continue to be a key area of focus moving forward."



Andrew Welch,
Managing Partner,
Stephensons Solicitors LLP