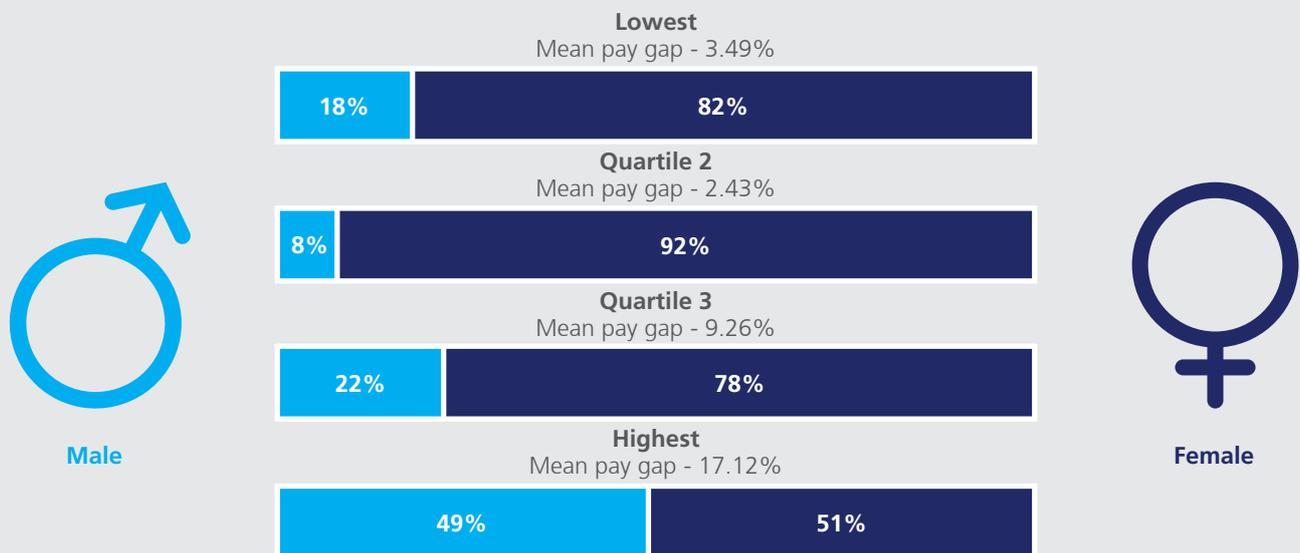


2018 gender pay gap report

We are committed to treating our people fairly and equally and providing opportunities for development for all employees. It is vital to the long-term success of our business that we continue to attract and retain a diverse and talented workforce and only with such commitment is this possible.

We are now in our second year of publishing our gender pay gap and Ward Hadaway continues to be influenced, as are many law firms, by the legal sector historically being male dominated and the very significant number of support staff that are generally female. Over time this should change as we have seen an increase in the proportion of female entrants into the profession and our Firm and indeed of the Solicitors promoted to Associates in 2018, of which 75% were female. We are confident that our gender pay gap is not caused by men and women being paid differently for the same role, but is influenced by the history of the Firm and law firms in general.

Proportion of Male and Female UK employees according to quartile pay bands and the mean pay gap per quartile as at the snap shot date (5 April 2018)



The above image shows the gender distribution at Ward Hadaway across four equally sized quartiles, each containing 88 employees. The gender pay gap across all quartiles is lower than our overall pay gap.

The quartile results are influenced by the firm continuing to employ more females in support roles (e.g. mainly legal secretaries) than males and also employ more females than males. Whilst we recognise that further progress still needs to be made, the gender balance in our quartile 3 and highest quartile reflect the progress we have made in more females holding senior roles.

Pay and bonus gap: difference between male and females

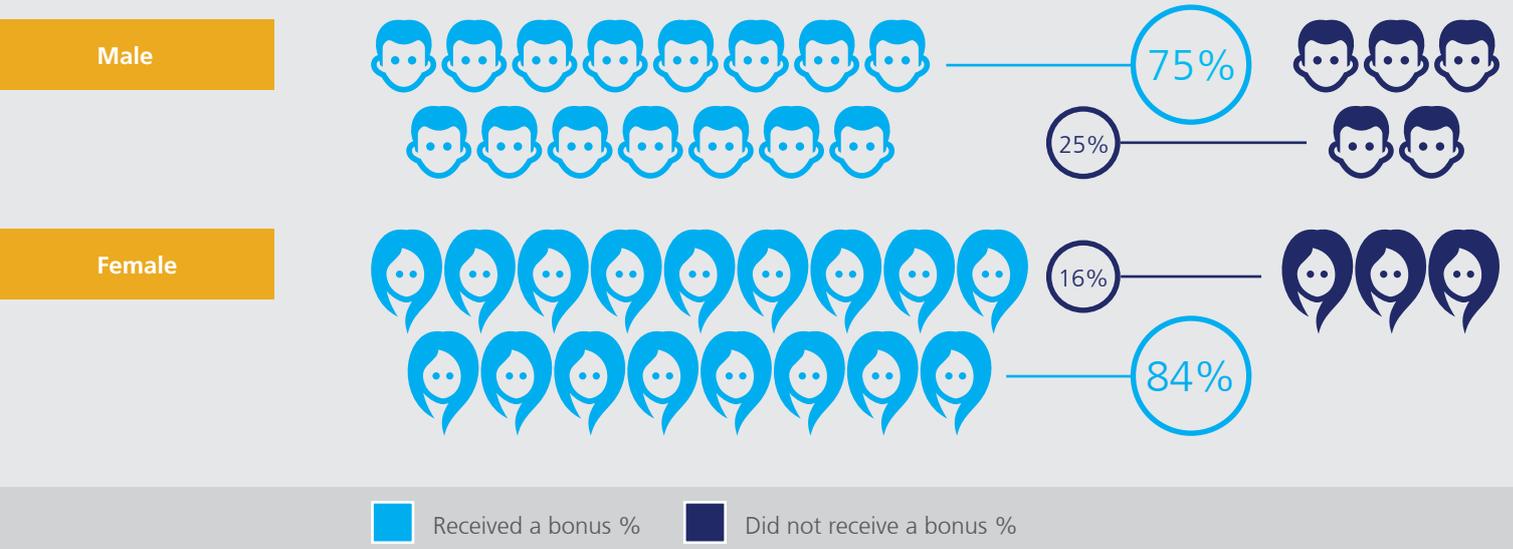
	Mean	Median
Hourly rate of pay	37.7%	43.29%
Bonus paid	56.5%	29.64%

The table above shows our overall mean and median gender pay and bonus gap based on hourly rates of pay as at the snapshot date of 5 April 2018, and bonuses paid in the year (performance year 17-18).

The gender pay gap is influenced by the significant number of our higher earners being ex Partners who joined the profession at a time when the profession was predominantly male orientated.

We have significantly more females working part time than male which impacted our bonus gap as the figures are calculated based on actual amounts paid rather than the full-time equivalent value.

Proportion of male and female UK employees receiving bonus pay



Pay and bonus gap: difference between male and female Partner pay

	Mean	Median
Hourly rate of pay	19%	19%
Bonus paid	35%	49%

Partners are not classed as employees under the regulations and the Firm is not required to include them in its reporting, nor allowed to include them in the overall pay gap information. For transparency we have chosen to include this data.

We support the development and retention of our people and are committed to fostering a culture where flexibility is available. To support this 24% of our workforce work part time (21% are female and 3% are male). As a firm we are committed to reducing our gender pay gap and will continue to support the progression of females to senior roles.

I can confirm that the data contained within this report is accurate.

A handwritten signature in black ink, appearing to read 'Martin Hulls', written in a cursive style.

Martin Hulls

Managing Partner