

We are pleased to report Sills & Betteridge LLP's Gender Pay Report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

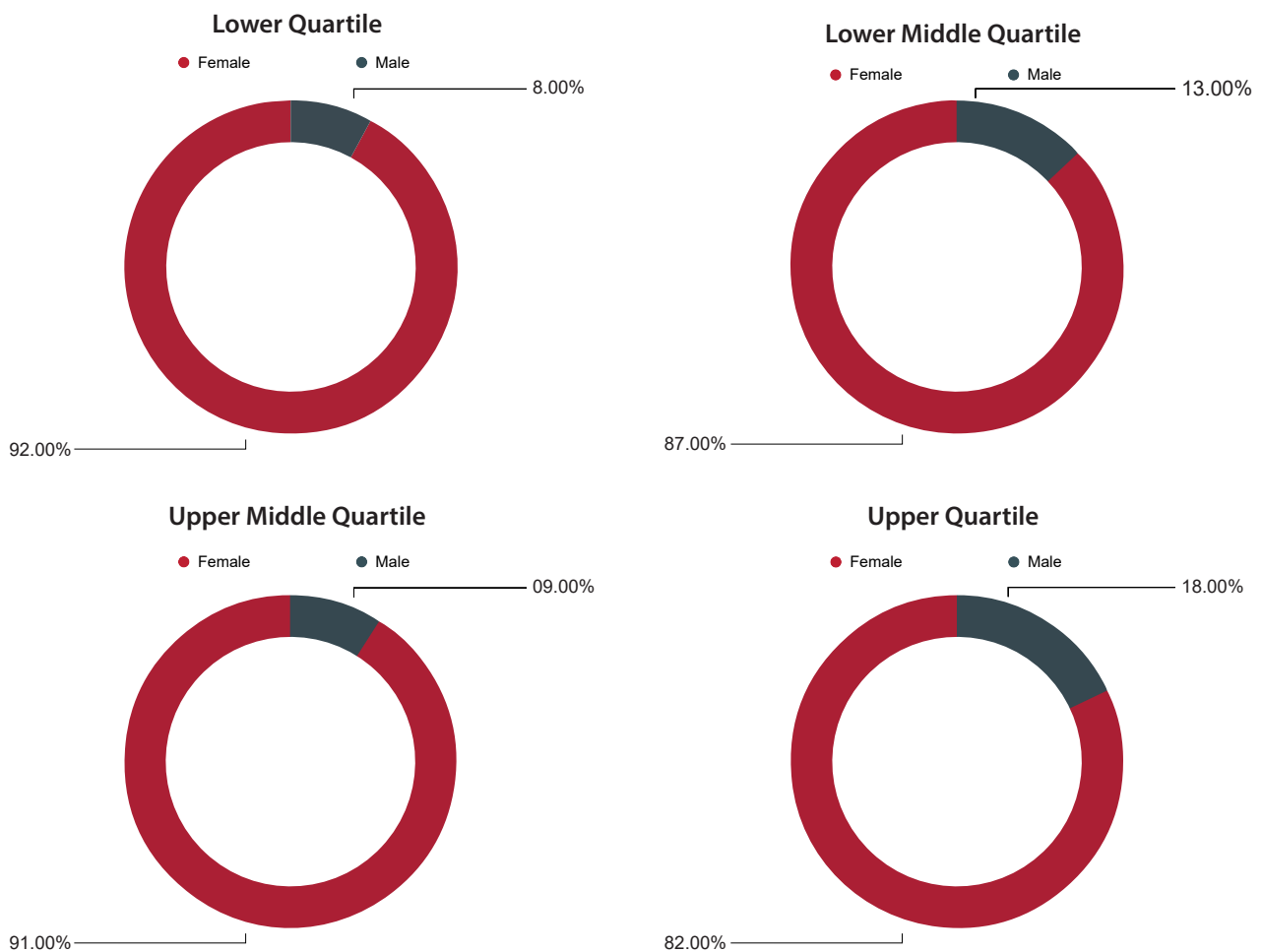
The Firm is committed to promoting equal opportunities to all employees regardless of gender.

Pay Gap between men and women

	Mean	Median
Hourly Pay	15.91%	10.32%
Bonus Pay	54.54%	34.03%

This table shows the mean and median Gender Pay Gap based on hourly rates of pay as at the 'snapshot date' 05 April 2023.

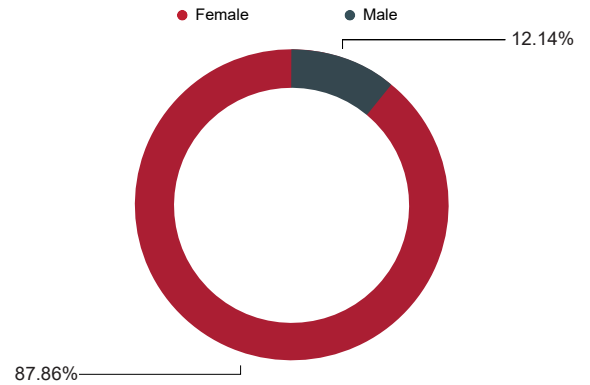
Pay Quartiles



The above image shows the gender distribution at Sills & Betteridge LLP across four equally sized quartiles.

Understanding our Gender Pay Gap

- Sills & Betteridge LLP's gender pay gap is largely affected by the industry sector.
 - Law Firms (see 'Employee Ratio' to the right) shows the disproportionate ratio of males in the workforce as opposed to females and although we do our utmost to appeal to all genders in recruitment advertising the support roles such as administration posts, receptionists and legal secretaries usually fall into the lower quartiles.
- The Firm is pleased to report a reduction in the Firm's Gender Pay Gap from April 2022 to April 2023 the Firm has reduced the Pay Gap from the Mean of 28.36% and Median of 28.74% to the Mean of 15.91% and the Median of 10.32%. This is a significant reduction in the Mean of 12.45% and similarly in the Median of 18.42%. For the past couple of years the Firm has been making a conscious effort to work towards a pay scale which is clearly having a positive impact on reducing the Pay Gap.



- Sills & Betteridge LLP's gender bonus pay gap has changed significantly again this year. A larger number of people received a bonus this year as opposed to last due to less bonuses being paid through Covid.

Plans for the future

We are pleased to report that the Gap has decreased once again significantly this year. The Firm is committed to continuously reducing the Gap and as such continues to work towards offering flexible working practices, enhanced benefits and transparent pathways for career development and promotion. Here are just some of the things the Firm has either introduced or is working towards over the forthcoming months: -

- This year the Firm has introduced a Birthday Leave Policy so that employees can take their birthday off in addition to their usual annual leave entitlement.
- The Firm has introduced a new CSR committee to enhance its commitment to CSR this year.
- In addition to the Firm's commitment to CSR we are also committed to promoting positive wellbeing and mental health in the workplace. As such the Firm has introduced a Volunteering Policy to enable employees to take authorised paid leave to volunteer in the community.
- The Firm has set up a Social Committee to enhance employee engagement. The Firm shall be making a financial contribution towards activities arranged by the committee.
- The Firm is working towards a fair and consistent approach to promotion. We are currently reviewing our promotional process for paralegals, executives, case workers, associates, salaried partners and equity partners.
- Our dedicated in-house recruiter regularly searches and reports on the labour market and discusses and negotiates with employment agencies to ensure our salaries are in line with the current market salary. This data is put to leadership team on a monthly basis for consideration and action.

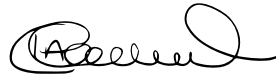
It is hoped that all of the above will have a positive impact on recruitment and retention across the Firm.

Declaration

We confirm that this is an accurate report recorded on the 'snapshot date' - 05 April 2023.



Martyn Hall
Chief Executive/Member Partner
March 2024



Kelly Credland
Member Partner
March 2024