

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.

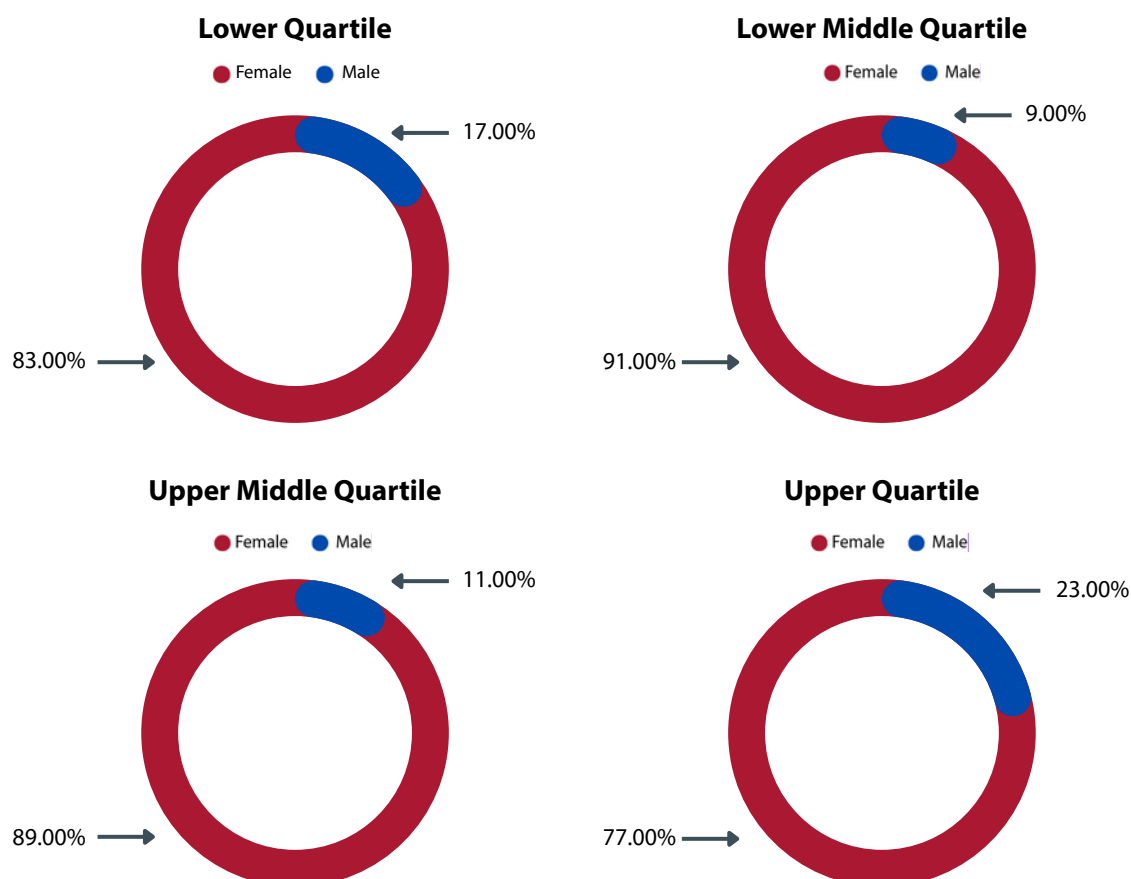
The Firm is committed to promoting equal opportunities to all employees regardless of gender.

Pay Gap between men and women

| | Mean | Median |
|------------|--------|--------|
| Hourly Pay | 19.60% | 7.40% |
| Bonus Pay | 49.00% | 30.00% |

This table shows the mean and median gender pay gap based on hourly rates of pay as at the 'snapshot date' 05 April 2024.

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.

The Firm is pleased to report a reduction in the Firm's Gender Pay Gap from April 2023 to April 2024 on the Median the Pay Gap has reduced from 10.32% to 7.4%. The Mean has slightly increased from 15.91% to 19.6%. The Firm had been through a merger with 40 plus employees during the year plus had been expanding greatly with a big recruitment drive. The headcount was therefore significantly higher which had led to an increase in the Gender Pay Gap Mean.

Sills & Betteridge LLP's gender bonus pay gap has reduced this year from April 2023 from a Mean of £54.54 to 49% and a Median of 34.03% to 30%. The reasoning behind this is that there were fewer people earning a bonus in the 12 month period up to the snapshot date.

Plans for the future

The Firm's strategy is to grow by way of merger and acquisitions as well as exploring opportunities for expansion as and when they arise. We are making a conscious effort to raise the profile of the Firm through the following activities: -

- UK 200 and Legal 500 submissions to show the range of services we offer and the specialist lawyers we have at the Firm
- To introduce a career page on Hireful the Firm's recruitment platform to attract a more diverse workforce
- Attending career events and open days to raise the profile in different geographical areas
- Social media platform advertising to increase coverage for name recognition
- Encouraging employees to refer employees to the Firm with a monetary incentive and to leave reviews about their opinion of what it's like to work for the Firm
- Increasing our CSR profile to show that we are moving in the right direction on environmental initiatives with the introduction of waste management policies, solar panels, EV cars

We continue to improve employee's benefits and support in the Firm such as: -

- Introduction of a pastoral manager to facilitate wellbeing support of employees
- Summer Social Event for employees paid for by the Firm
- Offering EV salary sacrifice benefits to some employees

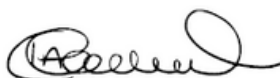
It is hoped that all of the above will have a positive impact on recruitment and retention across the Firm.

Declaration

We confirm that this is an accurate report recorded on the 'snapshot date' – 05 April 2024.



Martyn Hall
Chief Executive/Member Partner
March 2025



Kelly Credland
Chief Operating Officer/Member Partner
March 2025