

MWSL GENDER GAP REPORTING 2018

This is the second year of reporting in accordance with our statutory obligations.

WHY WE ARE HERE?

As with the previous year, we are reporting on the average pay of men and women that work in our company.

THE DATA - WHAT IS IT TELLING US?

We are, as at April 2018, maintaining our position as being a business that employs more female members of staff than males.

Over 70% of our staff are female; this is more than 20% higher than the industry and national averages.

We have made progress in reducing elements of the gap, in that the average bonus payments made to our female staff are generally higher than that paid

to our male employees. We are pleased that we have promoted and recruited more females to senior positions within the business in recent times.

Set out below in Figure 1 is our payroll segmentation; Quartile 1 represents our lowest paid staff and Quartile 4 represents our highest paid staff. The two colours represent the split by gender. Through all quartiles women are the majority.

Considering the data from the bottom up, paralegals and trainees makeup most of Quartile 1.

Secretarial staff constitute the majority of Quartile 2.

Quartile 3 is predominantly our solicitors and legal professionals.

Quartile 4 represents the highest

paid individuals at MWSL and is 53% female. It is comprised predominantly of solicitors and legal professionals, but also includes the most senior members of executive management.

Our analysis shows that the main factor to be considered when looking at our gender pay gap is that our most senior people are mainly male, where our more junior people are mainly female. It is not because people in the same role experience pay disparity.

ACTION PLAN

Our key commitment in respect of managing the gap is to **ensure there are no discrepancies in pay for the same role.**

We will build on the progress made to date by:

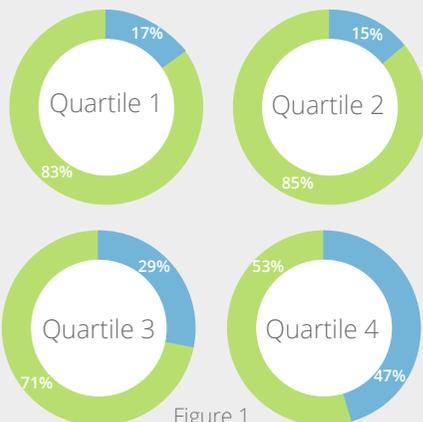
- Raising the diversity and inclusion agenda within our business so that metrics in this area are reported to our Board and key stakeholders.
- Our emerging Wellbeing and learning and development

plans will build on the work we started last year in reviewing our performance framework and pay and grading structure.

- Make use of our new internal communications channels and employee voice mechanisms such as forums and working groups, to promote family friendly policies.

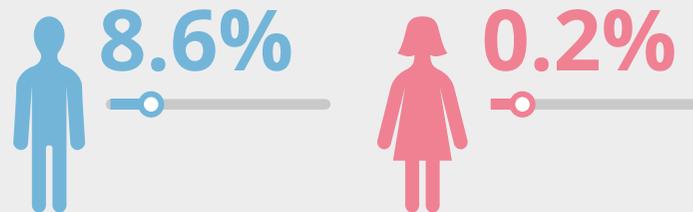
With a credible track record for diversity and inclusion, I am confident our efforts over the past year to reduce the gap will impact on future reporting years.

Dominic Harrison
CEO



BONUS PAY

Proportion of staff receiving a bonus payment



PAY GAP

	Median %	Mean %
Hourly Pay Gap	44%	41%
Bonus Pay Gap	11%	-42%

Figure 1

Figure 2

Table 1