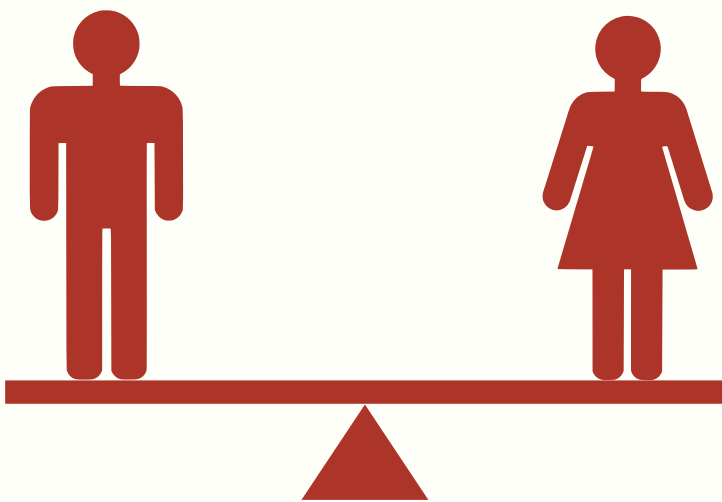


2023 GENDER PAY GAP

Lyons Davidson Report and Commentary



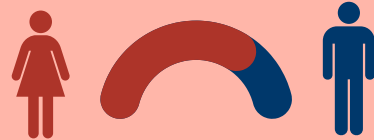
In line with the gender pay gap legislation, we are happy to report on our gender pay gap for workers in scope on the snapshot date: 5 April 2022.



OUR PAY QUANTILES ARE AS FOLLOWS:

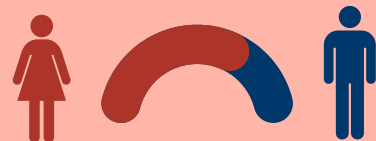
Lower Quartile %

75.2% 24.8%



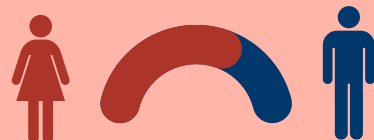
Lower Middle Quartile %

71.6% 28.4%



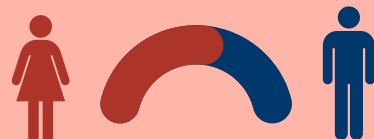
Upper Middle Quartile %

68.8% 31.2%



Upper Quartile %

61.1% 38.9%



Lyons Davidson headline gender pay figures:

The following data is based on comparison of gross hourly rates of pay in the pay period (including the snapshot date) and bonuses paid in the year up to 5 April 2022. Our mean and median pay gaps are as follows:

April 2022	Median (%)	Mean (%)
Gender pay gap	*10.4	*7.7
Gender bonus pay gap	54.6	46.5

*We have a quasi-employed role and whilst the circumstances are exceptional and unique, we're required to include pay for this role in our gender pay gap report. When this role is included, our gender pay gap for 2022 is 10.5% median and 11.6% mean – the mean is lower than in 2021. The bonus data remains unchanged.

Lyons Davidson has structured job grades throughout the company, with salary bands attached to each job grade, which are reviewed annually. A review of pay by job grade gives us confidence that men and women are paid fairly and equally where they are doing equivalent jobs.

Our 2022 gender bonus pay gap is 54.6% median and 46.5% mean. In the reportable period, our annual bonus scheme was not exercised due to the financial impact of the Covid-19 pandemic on the business. However, the definition of bonus for gender pay gap reporting includes other incentives and awards, including long service awards. These therefore form part of the data used to determine the gender bonus pay gap. The awards and recognition in the reportable period are proportionate with our work force gender split and we are therefore satisfied that there is no gender bias in these schemes.

Our gender split on the snapshot date was 69% female and 31% male (based on full-pay relevant employees included in our data set, i.e. those who did not receive a reduced rate of pay because of unpaid leave or absence).

We're pleased to see that in all quartiles, the proportion of females and males is similar to the overall company split, indicating career progression is not based on gender.

The largest job type in Lyons Davidson is Case Handlers. The split of men and women in these roles is 33:67 respectively. As previously reported, we have salary structures that apply to entry level legal roles: this ensures equal pay and progression in these roles for men and women, subject to appropriate performance.

Our continued commitment to ensuring gender equality

We are committed to promoting equal opportunities and improving upon the diversity we already have in our workforce. We review salary bands on an annual basis and consider sector-appropriate market data. We will continue to conduct annual salary band reviews and also targeted reviews to ensure that our overall pay gap and any gaps existing by job grade are improved. We are confident that our existing recruitment process is fair and, transparent.

We have recently introduced a new self-service HR system, Cascade. This system gives greater visibility to report on employee data, giving managers more information and opportunity to ensure pay equality. In conjunction with this, we are also in the process of introducing a new recruitment system which will support us in maintaining and improving our recruitment and onboarding process.

We are proud to promote all aspects of equality and diversity at Lyons Davidson and we are committed to providing an environment where you can bring your whole self to work. Our Diversity and Equality Committee works to promote and improve our working environment so that it continues to embrace our Diversity statement:

Workplace diversity is not just about recognising differences but celebrating them. Cultural integration has been a key goal of many organisations for several years. At Lyons Davidson, our focus is not on symbolic participation. Instead, we aim to value every single employee as an individual and ensure all employees feel they can thrive to achieve their potential. We promote equality and diversity throughout our business and are always seeking ways to evolve and improve.

Signed:



Michelle Lennaghan, Commercial Director