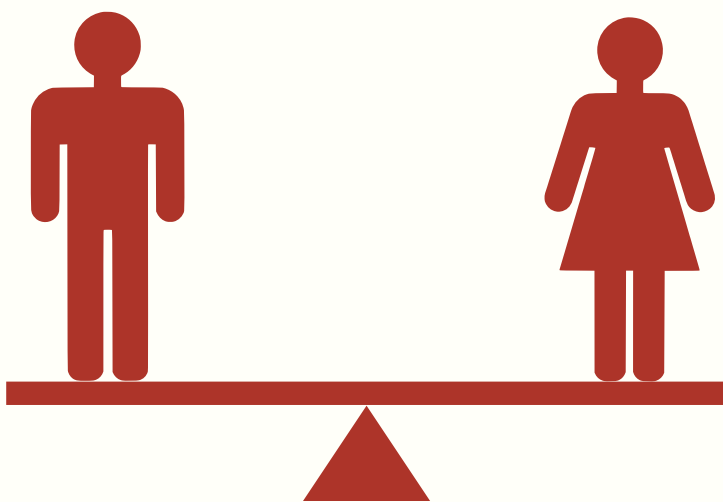


2023 GENDER PAY GAP

Lyons Davidson 2023 Gender Pay Gap Report and Commentary

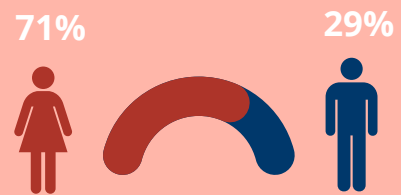


In line with the gender pay gap legislation, we are happy to report on our gender pay gap for workers in scope on the snapshot date: 5 April 2023.

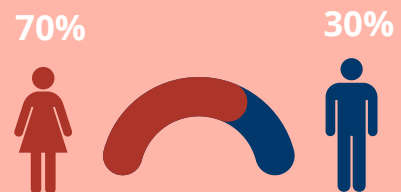


OUR PAY QUARTILES ARE AS FOLLOWS:

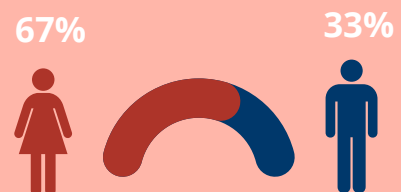
Lower Quartile %



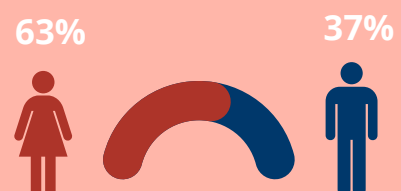
Lower Middle Quartile %



Upper Middle Quartile %



Upper Quartile %



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 2023. Our mean and median pay gaps are as follows:

April 2023	Median (%)	Mean (%)
Gender pay gap	13.5	7.4
Gender bonus pay gap	16.67	12.26*

*In the reportable period, our annual bonus scheme was not exercised due to the longer-term financial impact of the Covid-19 pandemic on the business, however for gender pay gap purposes the definition of "bonus" includes long service awards and awards paid through vouchers issued in the year leading up to the snapshot date (5 April 2023). These payments are therefore within the data set to calculate our bonus pay gap. Overall, 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.

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 gender split on the snapshot date was 68% female and 32% 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 (full-pay relevant) on the snapshot date was 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 - our vision is to become the most people centered employer in the legal sector. As part of this we will be defining the actions we take to actively encourage, promote and support Equality, Diversity and Inclusion in the workplace.

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 are working with a new HR/Payroll 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 have also introduced a new recruitment system (feeding into Cascade) which has enabled us to improve 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:

'At Lyons Davidson, 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