

HEMPSONS

GENDER PAY GAP REPORT 2023

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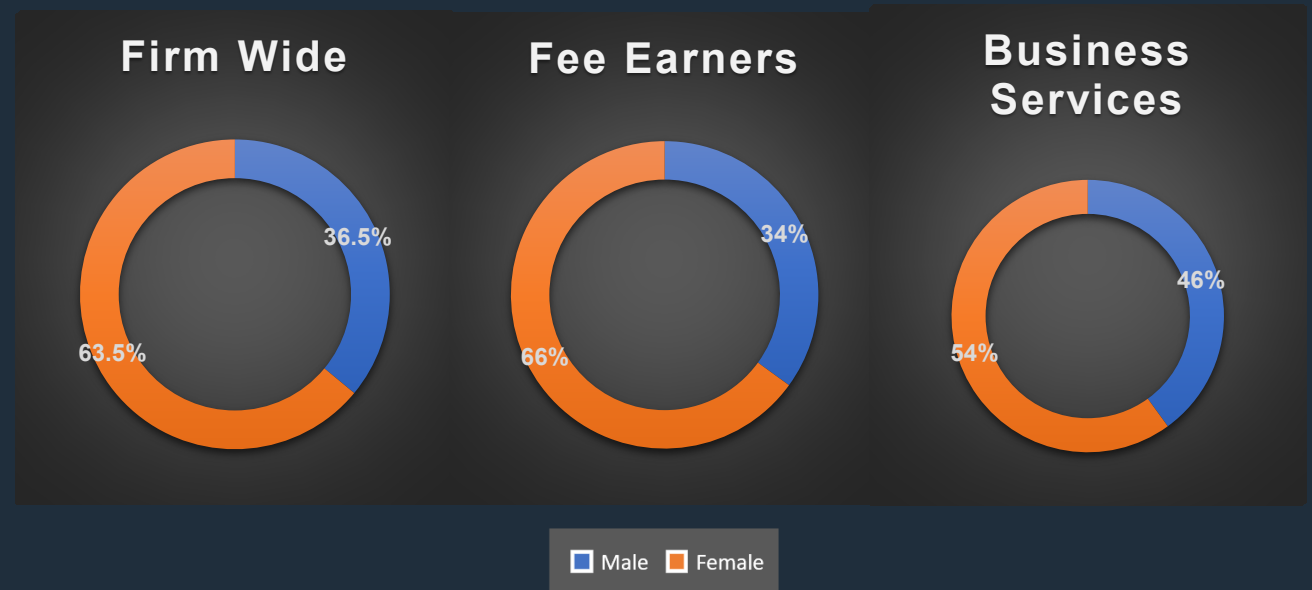
At Hempsons we are committed to creating a workplace which provides equal opportunities for development and progression for all employees. We welcome the transparency of the government regulations introduced in 2017 which increases our emphasis of keeping diversity and inclusion as a crucial agenda of our business.

Hourly pay data

When comparing data from our 2022 gender pay gap report the firm has seen a decrease in the mean and median gender pay gap. These are the lowest figures Hempsons has reported, and we remain committed to continuing to reduce the gender pay gap in future years.

	2020	2021	2022	2023
Mean	18%	23%	16%	14%
Median	21%	22%	17%	11%

Gender Breakdown



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When considering comparable roles, the gender pay gap is minimal and we are committed to reducing this gap even further. For example, amongst our Associate role the mean gender pay gap calculation is 2.31% in favour of women and the median gender pay gap calculation is 11.61%.

Associate gender pay gap

<u>Median</u>	<u>Mean</u>
41.21	38.91
36.92	38.03

Male Female

Pay Quartiles

Pay quartiles are calculated by listing rates of pay across Hempsons in order from lowest to highest, and then dividing into four sections based on an hourly paid rate. With a higher proportion of women employed in support roles (identified within the lower quartile section), there is a distinct variation in hourly rates of pay.

	Lower	Mid-lower	Mid-upper	Upper
Male	28%	36%	24%	58%
Female	72%	64%	76%	42%

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulation 2017.

Ali Williams, Head of Human Resources, Hempsons LLP.

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