

## Gender Pay Gap Report 2023

The Gender Pay Gap figures provided in this report are based on hourly rates of pay during the monthly pay period including the snapshot date of 5 April 2023 and bonuses paid in the year up to 5 April 2023.

### Our Gender Pay Gap Analysis

Our gender pay gap (mean) continues to be lower than the national and legal sector average although it has widened since last year to 10.9%. Our gender pay gaps (mean and median) are primarily due to the structure of our workforce with women representing 71.17% of our employees on 5 April 2023. We have significantly more women than men employed in both our fee-earning and business services groups and women represent the majority across each pay quartile. Also, some of our most senior roles held on the snapshot date are retired male partners who became employed as consultants and this impacts averages across our gender distribution.

Our median bonus gap is 0% and this is due to all employees receiving a flat one-off payment. Our mean bonus gap of 2.33% exists due to a small number of large contractual bonus payments (linked to firm performance) being made to those in senior roles.

Female leadership has always played an important and influential part in the growth of the firm. In the partnership, 52.2% of our partners on 5 April 2023 were women including our senior partner and managing partner and 5 out of our 9 business services teams are headed up by women.

Once again we have gone beyond statutory reporting requirements and published our partner pay gap figures and we are putting plans in place to enable us also to report our ethnicity pay gap figures, whether or not ethnicity pay gap reporting becomes mandatory.

### Our Approach to Diversity and Inclusion

The recent launch of our new Diversity and Inclusion (D&I) strategy for 2024-2026 outlines our commitment to creating a working environment where everyone can be themselves, flourish and reach their full potential. We have an active D&I Committee and our seven D&I support networks (focussing on Disability, Faith, Gender Equality, PRIDE, Race, Social Mobility and Working Parents & Carers) continue to meet regularly to offer support, raise awareness and plan initiatives to embed diversity and inclusion into the daily life of the firm. The networks have run a number of awareness raising events including a Neurodiversity Awareness Lunch and

Learn, a Trans Inclusion session, Black History Month exhibitions and International Women's Day activity.

Our Agile Working Framework and Working Parents and Carers Policy continue to create greater flexibility for employees with families or other caregiving responsibilities and for those with other adjustment needs.

To help widen access to the profession we hosted two new social mobility work experience programmes this year with the Social Mobility Foundation and Social Mobility Business Partnership, welcoming 29 students into the business. Furthermore, members of our Race and Social Mobility Networks are taking part in the GROW Mentoring Project which pairs legal professionals with aspiring lawyers from families and backgrounds who may not have had any exposure to the legal profession previously. In addition, part of our new D&I strategy includes anti-bias and allyship training which we will start taking forward this year.

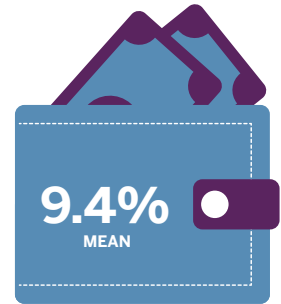
We have also been engaging with Rare Recruitment contextualised data, disabilityjob.co.uk, MyPlus Consulting and running unconscious bias training to ensure that when we recruit we are looking at the widest pool of talent possible, particularly applicants from under-represented communities.

Our learning and development programmes, including the Skills Academies, provide opportunities for continuous growth for all fee-earners and business services teams. We are in the second year of our Collaborative Mentoring Programme and continue to offer mentoring for new Partners and Counsel as well as a new mentoring programme for trainees. In the past year, we have also launched new Career Development Frameworks for fee earners.

At Forsters we are committed to providing an inclusive and diverse workplace where you can bring your authentic self to work. We continue to learn, reflect and put in place measures to address our pay gap and build for our future success.

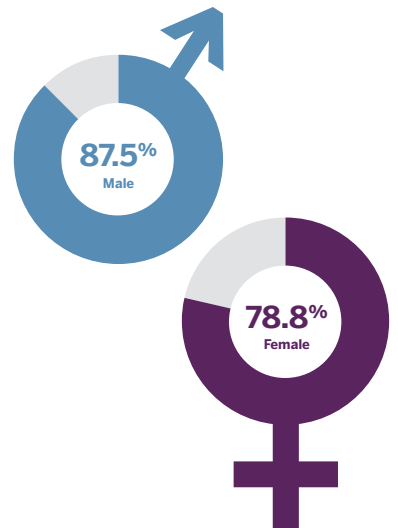
**Natasha Rees** Senior Partner  
**Emily Exton** Managing Partner  
**Alison Fairchild** Head of HR & Talent

### PARTNER PAY GAP

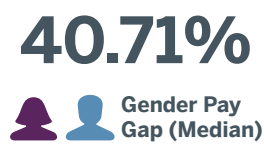


To be fully transparent and inclusive we are going beyond the statutory reporting requirements and have published our partner pay gap figures for the financial year ending 2023.

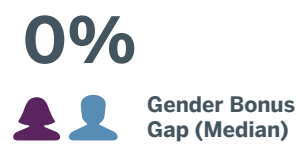
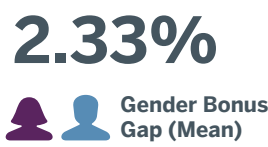
### PROPORTION OF WOMEN AND MEN WHO RECEIVED BONUSES IN THE PERIOD 6 APRIL 2022 TO 5 APRIL 2023



### GENDER PAY GAP



### GENDER BONUS GAP



### PAY QUARTILES



Upper quartile  
 Women 60.95%  
 Men 39.05%



Upper middle quartile  
 Women 66.98%  
 Men 33.02%



Lower middle quartile  
 Women 85.71%  
 Men 14.29%



Lower quartile  
 Women 67.62%  
 Men 32.38%