

## Gender Pay Gap Report 2021

Our gender pay gap report is set out below in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We confirm the data reported is accurate.

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 2021 and bonuses paid in the year up to 5 April 2021.

Our gender pay gap (mean) has narrowed by 2.9% to 4.3% and continues to be lower than the national and legal sector average. Our gap primarily exists because of the structure of our workforce with women representing 69.8% of our employees on 5 April 2021. We continue to have more women than men employed in both our fee-earning and non fee-earning groups, with a greater majority of women employed in roles with salaries in the lower pay quartiles i.e. 100% of our secretarial roles are filled by women.

Female leadership has always played an important part in the growth of the firm. In the partnership, 48.3% of our partners on 5 April 2021 were women including our senior partner and managing partner. Within our non fee-earning groups, 50% of our Business Support Services teams are led by women.

We continue to invest in our people and provide clear progression routes for every career. Following the roll out of our Skills Academies and Leadership Development Programme for partners and heads of business support we launched a bespoke Senior Associate Development programme in 2021, which mimics the programme run for partners. The plan for the future is to extend this offering to our associate population. We have also invested in a bespoke one year programme for our newly qualified associates, which encourages the cohort to stay together and continue supporting each other as they embark on their journey as solicitors. For our non fee-earners, we are growing their training and development opportunities by continuously expanding and improving on the variety of workshops that make up the Business Support Academy. We have also grown our coaching capability within the firm to support staff across the firm with their professional development.

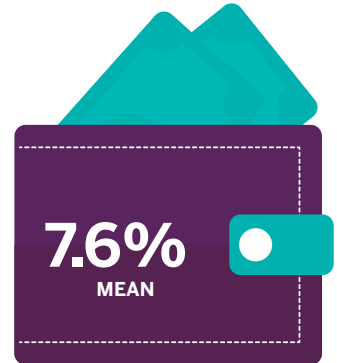
Our Equality, Diversity and Inclusion (ED&I) Committee continues to take a lead on diversity and inclusion initiatives at the firm. Over the last year we have joined the NOTICED inter-firm diversity network, become a signatory to the Halo Code, signed up to host Pathways to Law work experience students, and welcomed external speakers to the firm to celebrate Black History Month, Pride Month and International Women's Day. We have also launched employee networks covering Faith, Gender Equality, LGBTQ+, Race, and Working Parents and Carers. These networks offer support, further raise awareness and help shape the firm's approach to ED&I. We will be launching Disability and Social Mobility Support Networks in the coming months. In 2021 we also ran a firmwide ED&I survey, and launched an ED&I strategy, which sets out the firm's diversity and inclusion commitments over the next two years. This includes training for all partners and staff, internal and external support programmes, and making more public diversity and inclusion commitments. Recently, we ran a programme to improve support for women returning from maternity leave to help them with their career progression and, in collaboration with our ED&I Committee, will work to further reduce our gender pay gap by continuing to promote policies and initiatives which provide equal opportunities to everyone at the firm.

We have not included our ethnicity pay gap figures in this report but we are committed to doing so next year, whether or not ethnicity pay gap reporting becomes mandatory.

Forsters remains committed to continuing and enhancing our gender equality, diversity and inclusion initiatives to create a working environment where every individual can flourish and reach their full potential.

**Smita Edwards** Senior Partner  
**Emily Exton** Managing Partner  
**Alison Fairchild** Head of HR & Talent

### PARTNER PAY GAP

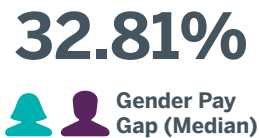


To be fully transparent and inclusive we are going beyond the statutory reporting requirements and have published for the fourth time our partner pay gap figures.

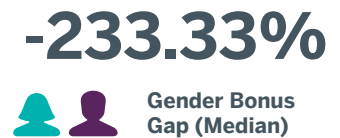
### PROPORTION OF WOMEN AND MEN WHO RECEIVED BONUSES IN THE PERIOD 6 APRIL 2020 TO 5 APRIL 2021



### GENDER PAY GAP



### GENDER BONUS GAP



### PAY QUANTILES



**Upper quartile**  
Women 58.43%  
Men 41.57%



**Upper middle quartile**  
Women 65.17%  
Men 34.83%



**Lower middle quartile**  
Women 80.90%  
Men 19.10%



**Lower quartile**  
Women 70%  
Men 30%