

Gender Pay Gap Report 2022

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 2022 and bonuses paid in the year up to 5 April 2022.

Our gender pay gap (mean) has narrowed by 0.13% to 4.14% 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% of our employees on 5 April 2022. 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, 50.8% of our partners on 5 April 2022 were women including our senior partner and managing partner and, within our non fee-earning groups, 50% of our Business Support Services teams are led by women.

We value our culture and our people. We continue to invest in our people and provide opportunities for the whole firm to engage with training and development to ensure everyone can contribute to the firm's success. We launched our 2023 Talent Project in January; new initiatives include a continuous feedback programme and Collaborative Mentoring, a two-way mentoring programme aiming actively to support diversity and inclusion.

Our Equality, Diversity and Inclusion (EDI) work has further developed over the last year, as we continue to deliver our **2021-2023 EDI Strategy**. We now have seven EDI support networks, covering Disability (EnABLE network), Faith, Gender Equality, LGBTQ+, Race, Social Mobility and Working Parents and Carers. The groups meet regularly to offer support and plan

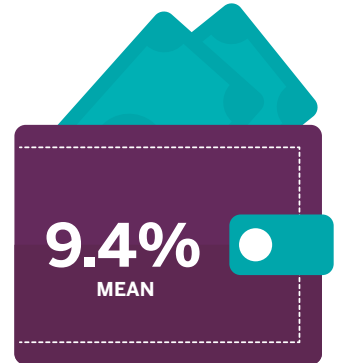
initiatives to improve diversity and inclusion in the firm. Over the last year the groups have run a number of external speaker events, including celebrating Black History Month, International Day of Persons with Disabilities and International Women's Day, and have influenced changes in the firm including supporting policy reviews and changes to processes to support diversity and inclusion. We remain members of the NOTICED inter-firm diversity network, Legal Best network, and a signatory to the Halo Code, and we are exploring further accreditations. We hosted our second cohort of Pathways to Law students this year, holding online work experience for over 20 students from around the UK. We have also been focusing on inclusive behaviours and psychological safety, working with Inclusive Group who have delivered two mandatory training sessions to the whole firm, and we will be building on this work over the next year.

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.

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

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

PARTNER PAY GAP

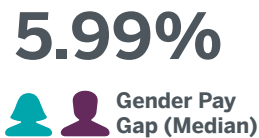


To be fully transparent and inclusive we are going beyond the statutory reporting requirements and have published our partner pay gap figures for the financial year ending 2022.

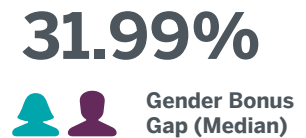
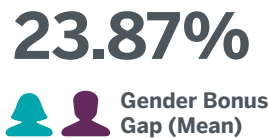
PROPORTION OF WOMEN AND MEN WHO RECEIVED BONUSES IN THE PERIOD 6 APRIL 2021 TO 5 APRIL 2022



GENDER PAY GAP



GENDER BONUS GAP



PAY QUARTILES

