



GENDER PAY GAP REPORT 2017

AT PENNINGTONS MANCHES, WE BELIEVE THAT A DIVERSE AND INCLUSIVE WORKFORCE GENERATES VITALITY FOR OUR FIRM. WE ARE COMMITTED TO PROMOTING EQUALITY AND DIVERSITY IN OUR POLICIES, PRACTICES AND PROCEDURES AND IN THOSE AREAS IN WHICH WE HAVE INFLUENCE IN THE WIDER COMMUNITY.

New legislation has now been introduced by the Government requiring companies with 250 or more employees to publish their gender pay gap. The rules are designed to provide greater transparency on gender inequality in the workplace and we welcome this opportunity to assess our progress and monitor the effectiveness of our initiatives aimed at achieving parity at all levels.

Our analysis shows that the firm's median hourly gender pay gap is 4.03% in favour of men. While we are encouraged by our performance across several metrics, further steps need to be taken. Bonus pay is one area which requires a more detailed review - here the figures are largely driven by the high number of men in senior roles such as employed consultants, who are primarily former partners, and business support directors. Prorated bonus payments for part time workers, who are mainly women, are also a contributing factor.

We confirm that the data in this report is accurate and has been calculated according to mandatory requirements.

OUR FIGURES AT A GLANCE

PAY DATA

MEDIAN HOURLY PAY	4.03%
MEAN HOURLY PAY	13.20%

MEDIAN AND MEAN GENDER PAY GAP BASED ON HOURLY RATES OF PAY AT THE SNAPSHOT DATE OF 5 APRIL 2017.

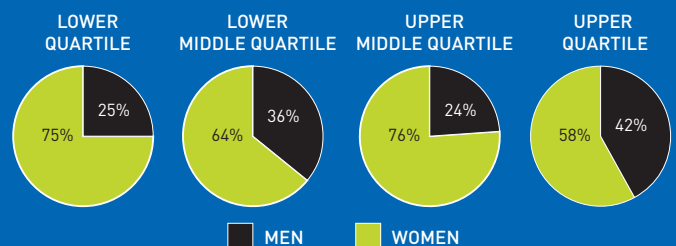
BONUS DATA

MEDIAN BONUS	33.33%
MEAN BONUS	63.37%

MEDIAN AND MEAN DIFFERENCE BETWEEN THE BONUSES PAID TO MEN AND WOMEN IN THE 12 MONTHS LEADING TO 5 APRIL 2017.

THE MEAN DIFFERENCE REDUCES TO 13% WHEN SENIOR ROLES ARE EXCLUDED.

PAY QUARTILES



GENDER DISTRIBUTION ACROSS THE FIRM IN FOUR EQUALLY SIZED GROUPS BASED ON PAY.

PROPORTION OF EMPLOYEES RECEIVING A BONUS

MEN	21.24%
WOMEN	13.65%

THE FIRM'S BONUS SCHEME IS OPEN TO ALL EMPLOYEES.



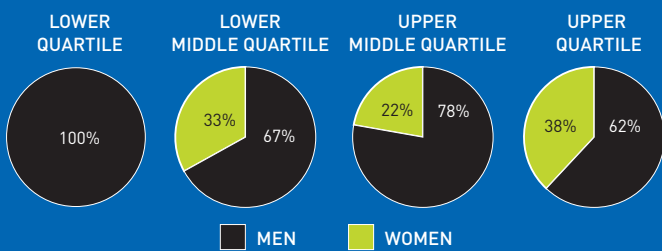
PARTNER PAY DATA

VOTING PARTNERS

MEDIAN HOURLY PAY -7.54%

MEAN HOURLY PAY -8.37%

PAY QUARTILES

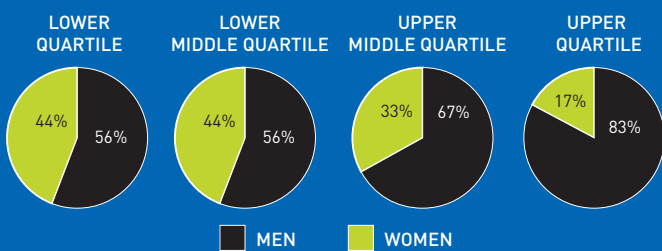


NON VOTING PARTNERS

MEDIAN HOURLY PAY 12.33%

MEAN HOURLY PAY 11.24%

PAY QUARTILES



PARTNER FIGURES BASED ON FULL PROFIT SHARE FOR THE YEAR ENDING 5 APRIL 2017.

ACHIEVING GREATER GENDER BALANCE

As part of our ongoing work to embed a culture of inclusion across the firm, we continue to put a variety of measures in place both to encourage a diverse range of people and ensure fairness in our reward and recognition processes. These measures include modifying our bonus scheme and salary review procedure, reviewing our family friendly policies, introducing agile working, sabbaticals, running unconscious bias training for all our people and developing a highly successful potential partner programme to identify the best candidates for the role. Our 2017/18 promotions show an equal balance of females and males achieving partnership status.

We are particularly proud of the work of our diversity and inclusion committee which has received industry recognition. Established in 2017, it is made up of a broad cross-section of staff and incorporates a series of sub groups, including gender, to actively focus on key areas. These endeavours have been acknowledged in positive feedback to our latest staff engagement survey and in the award of a gold practice standard following our latest submission for the Law Society's Diversity and Inclusion Charter.

Clear progress has been made and we have a better understanding of the full spectrum of factors behind our statistics. We recognise there is still work to be done and look forward to adding new ideas and targets to achieve gender balance across all levels of the firm.



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