

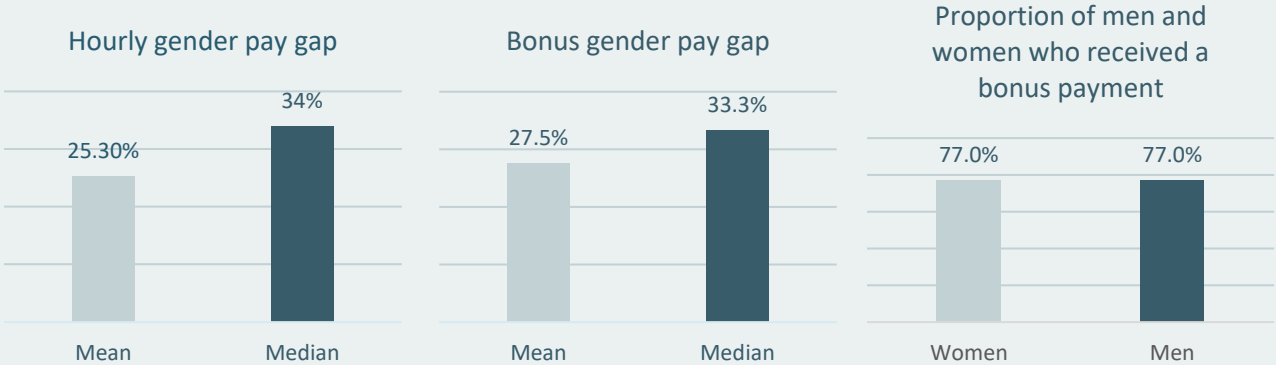
Thomson Snell & Passmore
Gender pay gap report
2023/2024



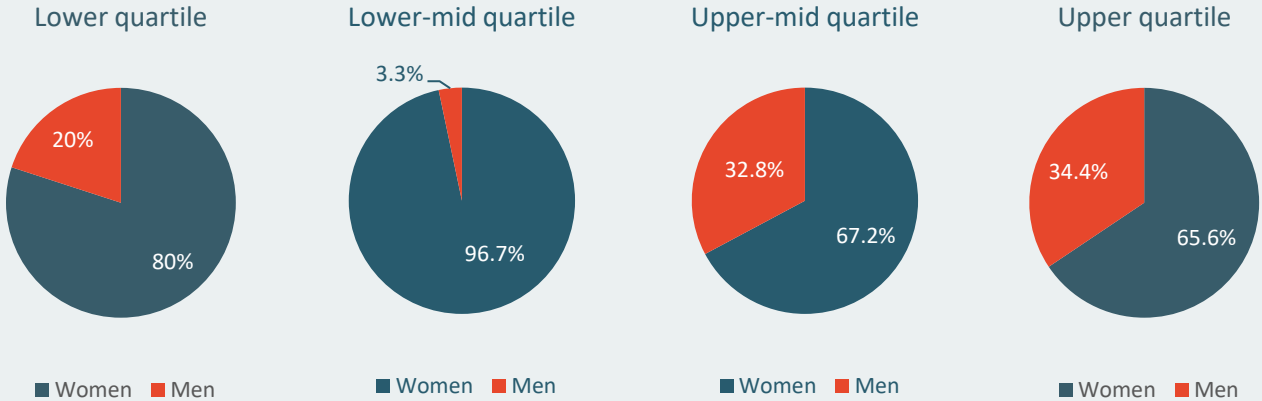
We are committed to the principle of equality, diversity and inclusion at the firm and recognise that the Gender Pay Gap Reporting Regulations are an important tool to assist with monitoring trends and informing action required. Whilst this is the first year we have had to formally report our data, we have undertaken the report in previous years for internal analysis with the data being submitted annually to our Management Board.

Gender Pay Gap report 2023/24

The data below reports our gender pay gap based on a snapshot of data as at 5 April 2023.



Hourly pay quartiles



Our figures are a reflection of the firm’s demographic. The size of the firm means that the pay data of one or two employees’ pay data can impact our mean calculations with figures varying each year.

The report highlights an hourly gender pay gap which is impacted by 88% of support or administrative roles being undertaken by women. The report demonstrates that the percentage of women and men receiving a bonus is almost equal. The bonus gender pay gap is impacted by bonuses being a percentage of actual salary rather than FTE. As 94% of our part time staff are women this means that their bonuses are based on pro-rata salaries and are therefore less than those based on FTE salaries.

The data collected as part of the gender pay gap review is just one part of our on going commitment to promoting equality and diversity through continual review and monitoring. We build the principles of equality, diversity and inclusion into our people policies and practices to ensure we actively encourage equality of opportunity, promote respect for diversity and prevent unlawful discrimination, in our relationships with our employees, clients and others.

Our current commitments include:

- Supporting our female representation at a senior level. We are proud that 75% of board members; 38% of Equity Partners and 63% of Heads of Legal Departments are women
- Our Remuneration Committee oversees all salary reviews and is guided by our Equality, Diversity and Inclusion principles
- We have a robust Career Development Handbook which provides clear paths for promotion ensuring career development opportunities for all
- We continue to offer flexible working opportunities for all and support our hybrid working practices
- Our recruitment and selection processes and policies are designed to ensure that no applicant nor employee receives less or more favourable treatment on the grounds of a protected characteristic and that individuals are selected, promoted and treated on the basis of their relevant aptitudes, skills and abilities.

I confirm that the gender pay gap data published in this report and submitted to the gender pay gap service is accurate and has been calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Roland Millar
Finance Director

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