



Browne Jacobson April 2019 Gender and Ethnicity Pay Gap Report

Set against the coronavirus disease (COVID-19) outbreak, growing uncertainty over Brexit, price pressures and ever-evolving client expectations we are proud of the continuing growth and

Our 2019 gender pay gap report

Difference in hourly pay between males and females

	2017	2018	2019
Mean Gender Pay Gap	21.3%	19.9%	19.5%

Looking at the figures in terms of equity partners

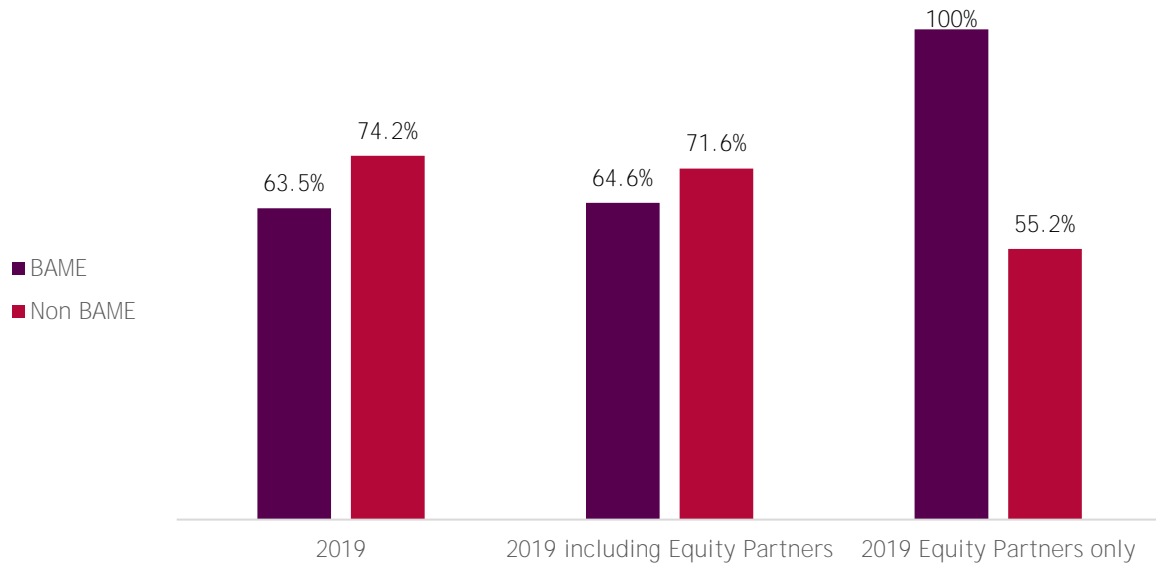
Looking at the figures in terms of ethnicity

This year we introduced a voluntary ethnicity survey, which we grouped into BAME/non-BAME categories. We used this to carry out an ethnicity pay gap analysis based on the same methodology as the gender pay gap analysis.

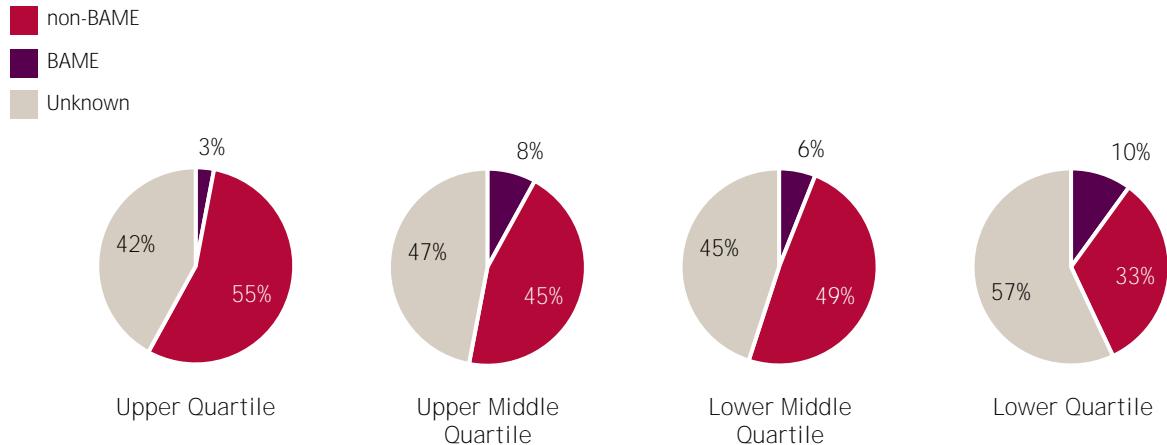
We intend to use this new data to help us ensure that processes, policies and practices are designed in a way which treats everybody equally and only differentiates on individual performance and capability. We also plan to use this data to monitor (e)-18(als)-3(o)- Tm0 g0 G(to)-20(help)-2()-24(us)-21(ensure)-

Proportion of BAME and non-BAME receiving bonuses

This is the first year that we have reported on the percentage of BAME members of the firm receiving a bonus and we intend to monitor the extent to which previously mentioned anomalies (for example, lateral hires) apply here.



2019 Ethnicity Pay Quartiles



Once again this is the first year that we have reported on quartile figures for our BAME members. There is a strong likelihood that the significant number of 'ethnicity unknown' respondents will have skewed this year's data and we will look to improve the robustness of the data in future years so we have a clearer picture of the landscape.

Our promise: A workplace where everyone can thrive

Our strength as a high performing organisation relies on us providing the right conditions to ensure