

Forward thinking
Straight talking

Gender pay gap report

For data as at April 2025

Published April 2026

Gateley /

about us...

Our purpose, to deliver results that delight our clients, inspire our people, and support our communities is central to our business and is supported by our five key values which form our Gateley Team Spirit. Room to breathe is one of our values and supports our ambition to provide a culture where people can be themselves and bring their whole selves to work. At Gateley, we embrace people's ambitions but continue to strive to do this in a way where variety, stretch and growth sit alongside balance, flexibility, and choice. This is fundamental in providing an inclusive working environment to attract and retain the best talent.

The work of our three community groups - Pride, Unity and Ability, alongside our network groups Ignite and Influence, and soon to be launched Initiate - continue to implement our diversity and inclusion strategy with initiatives open to all employees across the business.

pride 

unity 

ability 

We are making progress in closing our gender pay gap and we are encouraged that the initiatives we have implemented to support our female talent into leadership and senior management roles are having a positive impact.

As at the date of this report:

50%

of our Office Heads
are women

67%

of last year's promotions
to partner level were
women

59%

of last year's promotions
for qualified employees
below Partner level were
women

Explaining the *terminology*

Gender pay gap reporting is based on the Government methodology focusing on the difference between average pay between men and women in an organisation. It is important to mention that gender pay is not the same as equal pay. Whilst it is true that both deal with the disparity of pay women receive in the workplace, they are different and should not be confused. Equal pay means that men and women in the same employment performing equal work must receive equal pay.

At Gateley, our remuneration is based on the appropriate level of experience someone has for the job role they are performing in and not their gender. We are confident that we pay men and women equal pay for performing equal work. Gender pay measures a very different metric - it is a measure of the difference between men and women's average earnings across the entire organisation regardless of their job role. Across the UK economy, men are still more likely than women to be in senior roles and therefore earn more. Most organisations in the professional services sector will therefore have a gender pay gap.

Why is Gateley different to other top 50 UK law firms?

Gateley is listed on the Alternative Investment Market of the London Stock Exchange. As a result, all of our partners are employees and therefore their remuneration is included in our gender pay gap data. Most other legal businesses exclude their partner data because they are allowed to do so under the legislation. We are positive about including our partner data because we are committed to being completely transparent. In addition, we are more than a legal business and as a growing professional services group, our data includes not just solicitors but also surveyors, patent and trade mark attorneys, capital allowances professionals, global mobility experts and business psychologists.

Our *gender pay gap statistics* for April 2025

Our pay gap exists primarily because we have a higher proportion of male colleagues in our Partner cohort than female colleagues. For the purposes of this report, 'Partner' means partners in our legal business together with equivalent senior roles in our wider businesses.

We are committed to supporting and elevating our female talent into senior roles in all parts of our group and the initiatives we have introduced over the last few years to support our female talent are working.

We continue to increase female representation in our Partner cohort, which has increased from 25% in 2023 to 29% in 2025.

One of the factors affecting our gender pay gap is the significantly higher percentage of female colleagues, including those in senior positions, who work part time compared with male colleagues. We have fully embraced flexible and part time working for all our employees to support a work life balance that works for them and we will continue to do so. In the 2025 data set, 85% of our employees who work part time are female and this impacts our gender pay gap because their salaries for the purposes of the calculation are their part time salaries as opposed to their full time equivalent.

What is our *gender pay gap?*

Our gender pay gap including all partners is a **mean of 35.0%** and a **median of 36.6%**.

Hourly pay

| | All employees (including Partners) | | Excluding Partners | |
|-------------------------|------------------------------------|--------------|--------------------|--------------|
| Snapshot date - 5 April | Mean | Median | Mean | Median |
| 2025 | 35.0% | 36.6% | 14.1% | 27.0% |

How does our data compare with previous years?

| | All employees (including Partners) | | Excluding Partners | |
|-------------------------|------------------------------------|--------|--------------------|--------|
| Snapshot date - 5 April | Mean | Median | Mean | Median |
| 2024 | 36.1% | 40.6% | 14.3% | 29.8% |
| 2023 | 40.5% | 44.1% | 13.3% | 27.2% |
| 2022 | 43% | 44.1% | 16% | 29% |
| 2021 | 49.7% | 46.9% | 20.4% | 27.8% |
| 2020 | 49.3% | 50.9% | 21.9% | 31.5% |

We are making progress in closing our gender pay gap. For example, in April 2020 our pay gap was 49.3% mean and 50.9% median including our Partners and this reduced to 35.0% mean and 36.6% median in 2025. We have also seen a closing of the gap in the data from April 2020 to April 2025 if we exclude our Partners with mean pay moving from 21.9% to 14.1%, a slight reduction from last year's 2024 mean. Median pay has moved from 31.5% to 27% with a 2.8% reduction in the gap for the median pay in 2025 compared with 2024.

The reduction in the median gender pay gap reflects improvements around the middle of the organisation's pay distribution. In 2025, women were more strongly represented in mid paid roles and benefited proportionately more from pay increases at the lower and middle bands. As a result, the pay of the middle earning woman moved closer to that of the middle earning man. This improvement sits alongside a more stable mean gap, which continues to be influenced by the concentration of men in the highest paid roles.

Bonus gap

| Snapshot date - 5 April | All employees | | Excluding Partners | |
|-------------------------|---------------|--------------|--------------------|--------------|
| | Mean | Median | Mean | Median |
| 2025 | 70.8% | 58.8% | 30.1% | 37.5% |

Bonuses received

| 12 months leading up to 5 April | All employees | | Excluding Partners | |
|---------------------------------|---------------|---------------|--------------------|---------------|
| 2025 | 58% | Female | 40% | Female |
| | 57% | Male | 37% | Male |

Bonus gap

Our bonus pay gap mean is 70.8% for all employees and the bonus gap on a median basis is 58.8%.

Bonuses included within our data for April 2025 refer to the performance of the business and individuals in the financial year ended 30 April 2024.

It is not possible to draw meaningful comparisons between the current year (2025) for either the bonus gap or bonuses received against the previous year's results (2024) as no bonuses under the discretionary scheme were paid to employees in the relevant period for the purposes of calculating the bonus gap for 2024. The bonuses paid in the previous relevant period related to loyalty bonuses for long service and/or the maturity of share options, such options that were granted pursuant to our Long-Term Incentive Plan (LTIPs) to certain members of our Partner cohort in 2020 which vested in the relevant period.

Our bonus gap exists partly due to the following:

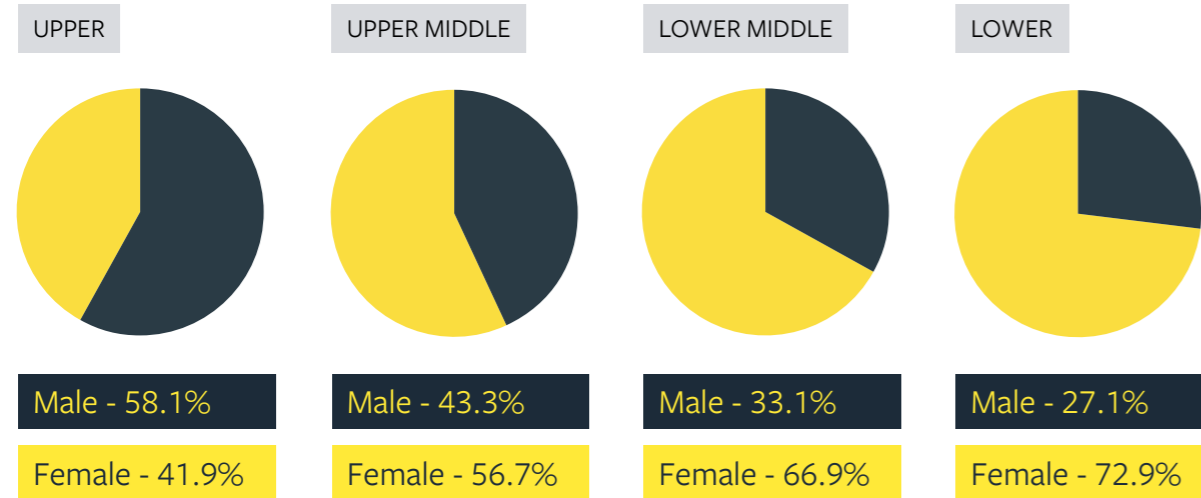
- For employees below Partner level, bonuses at Gateley Plc are calculated by reference to a percentage of the employee's salary. The maximum bonus award as a percentage of salary differs depending on the role and ranges from 5% up to 20% of annual salary. There is a separate bonus scheme for Partners which is not capped at 20% of salary but is based on the performance of the business and their individual performance in the relevant financial year. Awards to Partners are significantly higher than bonuses awarded to other employees because there is no cap of 20% of salary. Given that we have a higher proportion of senior Partners that are male and who therefore receive uncapped bonuses, this contributes to the bonus gap.
- We have a successful flexible working policy which has been implemented across the business and is open to all employees, however this does impact our data. Over 8% of our female employees work part-time. This contrasts with 2% of our male employees choosing to work part-time. Below partner level, this means that the level of bonus awards is lower for female employees working part-time because their salary (and therefore their bonus award) is therefore pro-rated.
- In calculating the bonus pay gap, we are required to include all employees employed on 5 April 2025 regardless of whether or not they are eligible to receive a bonus. Our bonus gap is impacted by our growth and a new influx of employees who have insufficient service to receive a bonus but who are nevertheless included in the calculation. 69% of new employees not eligible to receive a bonus were female and this contributed to our bonus gap.
- When partners are excluded, both the mean and median bonus gaps reduce significantly. Bonus payments for non-partners are typically consistent across comparable roles, resulting in minimal gender differences at both the mean and median when compared to the previous year. This confirms that the overall bonus gender pay gap is primarily driven by the concentration of large partner bonuses at the most senior levels, rather than by bonus practices overall.

Bonuses received

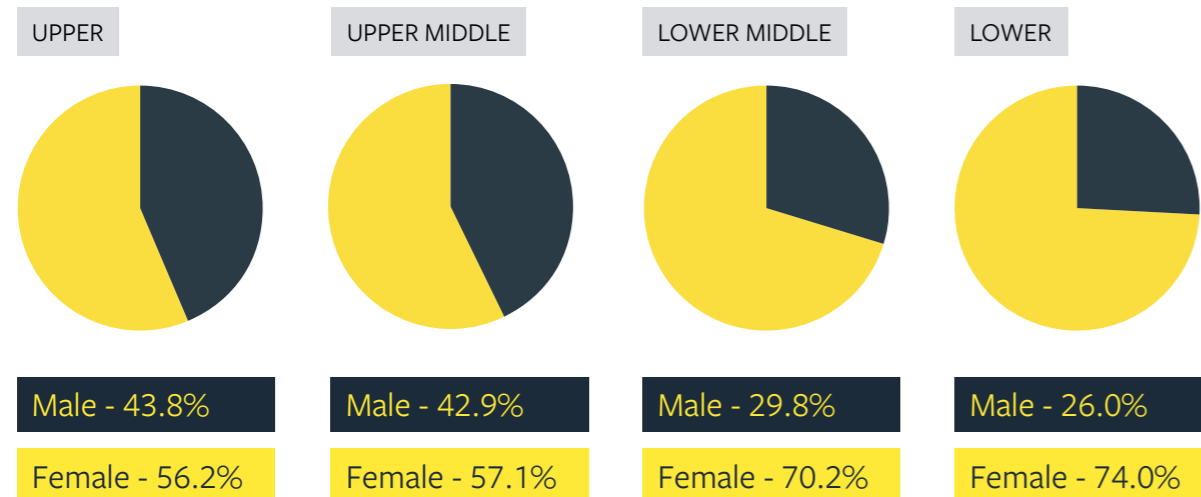
The proportion of females that received a bonus is 58% and the proportion of males that received a bonus is 57%, showing parity across the genders in terms of whether a bonus was received. For both men and women there appears to be a significant increase from the previous data reported – 5.5% for women and 14% for men. As stated previously, this is also a result of there being no discretionary bonus scheme in the previous year (2024), making these results not comparable to the previous year.

Pay quartiles

All employees including Partners (snapshot 05/04/2025):



Excluding Partners (snapshot 05/04/2025):



How does our data compare with previous years?

All employees including Partners (2025):

| 5 April | Upper | | Upper Middle | | Lower Middle | | Lower | |
|---------|-------|--------|--------------|--------|--------------|--------|-------|--------|
| | Male | Female | Male | Female | Male | Female | Male | Female |
| 2025 | 58.1% | 41.9% | 43.3% | 56.7% | 33.1% | 66.9% | 27.1% | 72.9% |
| 2024 | 61.7% | 38.3% | 43.9% | 56.1% | 31.2% | 68.8% | 29.7% | 70.3% |
| 2023 | 64.1% | 35.9% | 38.8% | 61.2% | 24.7% | 75.3% | 29.2% | 70.8% |
| 2022 | 66.3% | 33.7% | 39.9% | 60.1% | 27.7% | 72.3% | 25.5% | 74.5% |
| 2021 | 66.8% | 33.2% | 37.5% | 62.5% | 20.7% | 79.3% | 23.1% | 76.9% |
| 2020 | 66.7% | 32.3% | 37.9% | 62.1% | 21.8% | 78.2% | 19.4% | 80.6% |

Excluding Partners (2025):

| 5 April | Upper | | Upper Middle | | Lower Middle | | Lower | |
|---------|-------|--------|--------------|--------|--------------|--------|-------|--------|
| | Male | Female | Male | Female | Male | Female | Male | Female |
| 2025 | 43.8% | 56.2% | 42.9% | 57.1% | 29.8% | 70.2% | 26.0% | 74.0% |
| 2024 | 46.7% | 53.3% | 41.2% | 58.8% | 29.4% | 70.6% | 28.6% | 71.4% |
| 2023 | 42.6% | 57.4% | 39% | 61% | 24.7% | 75.3% | 29.2% | 70.8% |
| 2022 | 44.4% | 55.6% | 35.8% | 64.2% | 26.3% | 73.7% | 25.2% | 74.8% |
| 2021 | 43% | 57% | 29.4% | 70.6% | 16.8% | 83.2% | 25.4% | 74.6% |
| 2020 | 42.5% | 57.5% | 31.4% | 68.6% | 18.4% | 81.6% | 20.9% | 79.1% |

The percentage of women in our upper pay quartile is increasing. In 2020, 32.3% of the upper quartile were female, and this has risen to 41.9% in the current report. We are pleased with this progress. We are also encouraged that we have a higher percentage of females in our middle upper quartile than males (56.7% female, 43.3% male).

These are our future leaders and Partners and therefore we are confident of continuing to make progress in closing our gender and bonus gaps as such individuals progress through our career development framework. We take pride in our culture of equal opportunities and will continue to ensure it is deeply embedded in our values.



A diverse and inclusive business

We know that to achieve our strategic ambitions of diversifying, differentiating, and incentivising, maintaining a culture where all employees are supported to reach their full potential is crucial.

Under our Inspire initiative we are about to launch a third network group, Initiate, alongside our established Influence and Ignite groups to support employees right across the group to build connections, network and be able to feedback to our board.

We remain committed to supporting our female talent in achieving their career ambitions and advancing into senior leadership roles. We are pleased with our progress, but we have more to do. The initiatives specifically aimed at supporting our female talent include:

- Maternity coaching for all women preparing to go on, during and returning from maternity leave
- Coaching for colleagues taking parental or family leave both before the leave and once they have returned to work
- Line manager training on how to support female colleagues returning from maternity leave
- Mentoring scheme with a strong uptake from our female cohort
- Coaching and leadership programme for females within our talent pipeline
- A working Parents network group including the promotion of a Teams chat for peer group support
- Pathways to parenthood network group providing peer support
- A Fertility policy to ensure colleagues undertaking Fertility treatment are fully supported
- Menopause awareness training to remove the “taboo” and to promote open conversations about how we can support female colleagues during the menopause, together with our Menopause Cafe which was launched to provide a safe place for all colleagues to come together and support each other
- Training opportunity for all women as part of International Women’s Day on seeking sponsorship and advocating for their career advancement.
- Training opportunity for all leaders on disrupting bias in leaders.

We are delighted to have received Stonewalls Proud Employers Accreditation at Champion level, supporting the LGBTQ+ community within our business. This shows we are demonstrating consistent success as an inclusive LGBTQ+ workplace as we continue to embed our values across the Group.

Last year we submitted our first social mobility foundations index report to gain insight into how we are performing in 8 key areas of employer-led social mobility and gain expert guidance on what we need to focus on and improve. Working closely with our Early Careers team we are continuing to embed actions from this report.

Additionally in March 2025, for the second year running, we won the Equality, Diversity, and Inclusion Award at the Birmingham Law Society Legal Awards and also won the same award in the Manchester Legal Awards. In 2026 we were shortlisted for the Birmingham Law Society's Pro Bono Award and Diversity, Inclusion and Equality company of the year in the Legal 500 Northern Powerhouse Awards. Our community and network groups play a pivotal role in implementing initiatives across Gateley to ensure we create an inclusive working environment for all. I would like to take this opportunity to thank them all for their support.



We are committed to continuing to develop our strategy and working towards our objectives as part of our responsible business strategy. For further information on this please see our [Responsible Business Report](#) on our website.



I confirm that the data analysed and presented in Gateley's Gender Pay Gap report is accurate.



Helen Hill
Chief People Officer

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