

# OUR 2025 GENDER PAY GAP REPORT

Our mean gender pay gap has increased slightly from 20.68% (2024 report) to 22.2%, which is ahead of the industry standard of 26% for 2025 (according to Law360). Our median pay gap increased from 16.84% to 29.9%. The fluctuation in the median pay gap is reflective of our female /male ratio, where women occupy a higher proportion of roles in our firm.

Our median bonus pay gap remains at 0% and our mean bonus pay gap increased slightly from 15% (2024 report) to 17.4%. The majority of our bonus pay consists of our annual profit share, where all eligible employees receive an equal profit share. However, our figures are also influenced by other bonus pay, such as participation in our recruitment and client referral scheme and our long-service awards.

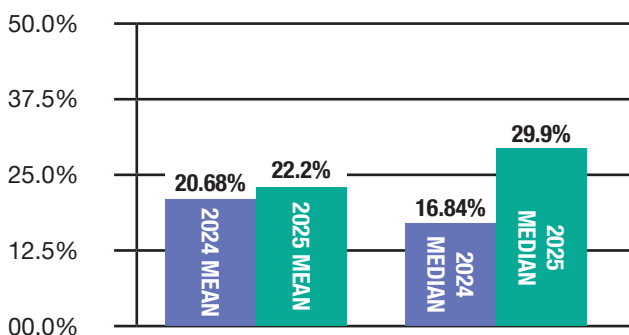
The number of women on our Board is 42.8% – this is aligned with the female representation on the Boards of FTSE 350 companies which is at an average of 42.7% according to data published in the latest report by the government-backed FTSE Women Leaders Review.

Our lawyers are just as likely to be women as men, but the people in our administrative roles are among our lower paid roles. This is the factor that continues to have the biggest impact on our overall pay gap figures.

Our data shows that we are paying men and women equally for doing similar jobs across all levels.

## PAY

This table shows our median and mean pay gap based on hourly rates of pay in 2025 compared to 2024. Our gender pay gap figures are calculated in line with Government guidelines, based on hourly pay excluding overtime. This enables us to consider the gender pay gap across our workforce. Hourly pay is the sum of ordinary pay and any bonus pay (including any pro-rated bonus pay) that was paid in the pay period which ends on the snapshot date.



### Snapshot Date 5 April 2025

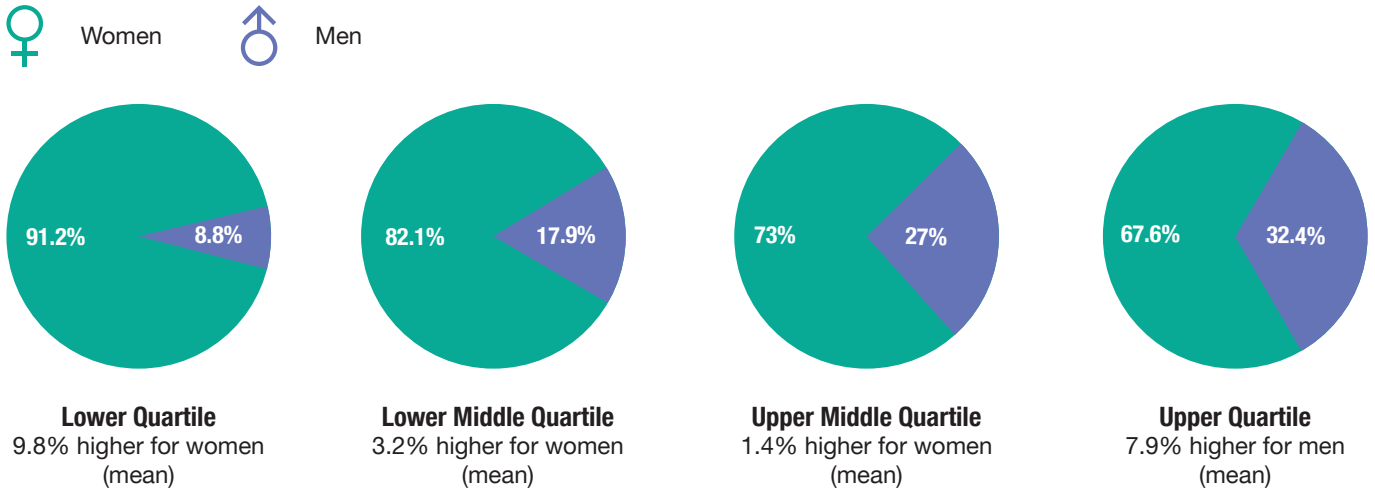
- 272 Full Pay Relevant Employees
- 213 Female Full Pay Relevant Employees
- 59 Male Full Pay Relevant Employees

EQUAL PAY	PAY GAP
Is being paid the same for the same / similar work	Is the difference in average pay between two groups in a workforce.
MEAN	MEDIAN
The average based on adding up all salaries and dividing it by the number of employees.	The average based on the middle salary in the list.



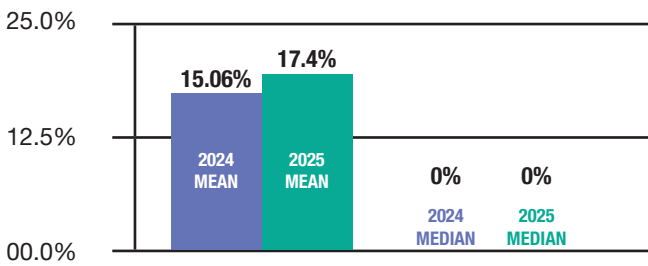
# PAY QUANTILES

The charts below illustrate gender distribution across the Firm in four equally sized quartiles, and the mean gap between hourly pay for men and women at each quartile.

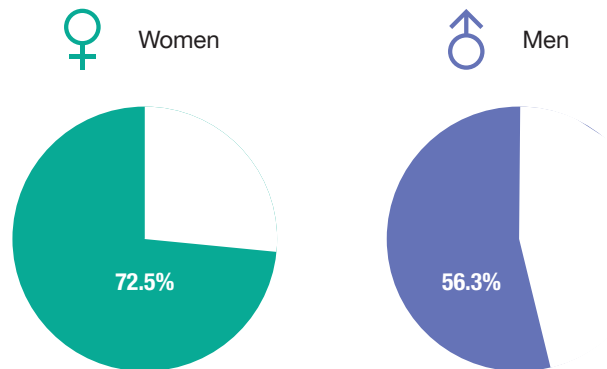


# BONUS

The table shows the mean and median difference in the bonuses paid to men and women.



## Proportion of men and women awarded a bonus



The above shows more women than men received a bonus, due to the higher number of women occupying roles in the Firm. The eligibility criteria for our profit share are the same for both men and women.

As an employee-owned business, 100% of eligible employees receive an equal profit share (pro rata for part time colleagues). Employees are eligible six months after completing their probation with the Firm.



# WHAT DOES OUR DATA TELL US?

We have slightly more women than men in our most senior – and highest paid – roles. However, in our other three pay quartiles we have many more women. We have many more junior lawyers who are women than men entering the legal profession through our trainee and apprenticeship programmes, which is indicative of the profession. When comparing figures in individual pay quartiles, mean hourly pay is slightly higher for women in the lower, lower middle and upper middle quartiles, while the upper quartile mean gender pay gap is 7.9%. We are confident that men and women are paid equally for doing equivalent jobs across our business.

## GENDER BALANCE AT STEPHENS SCOWN

At Stephens Scown we value the contribution that all our people make. We were the first large law Firm to introduce employee ownership in 2016. We ranked for seven consecutive years in the Sunday Times 100 Best Companies to Work For list – one of the most respected independent measures of employee engagement. In 2024 and 2025, we were again listed as one of the Sunday Times Best Places to Work, powered by WorkL. We were one of the 115 businesses listed in the 'big business' category, the only law firm to make it into this category in the South West, and one of only seven law firms listed across the country. Our engagement score was significantly higher than the industry standard.

This emphasis on listening and responding to our people has influenced our approach to gender at the Firm. Over the last few years, we have introduced a number of changes to our employee package that has improved the experience of our female employees and those who become parents while working at Stephens Scown.

Ways we are tackling our gender pay gap include:

### EMPLOYEE OWNERSHIP

Stephens Scown was the first large law Firm to introduce employee ownership and the majority of our bonus comes from an equal profit share, on a pro rata basis for part-time colleagues, among employee owners. Our profit share payment is the same for every employee, regardless of job role. This means a senior solicitor will receive the same profit share as an apprentice.

Our mean bonus data shows a lower bonus for women, due to a greater percentage of women working part time in the Firm. Our people are eligible to join our employee ownership share scheme six months after successfully completing their probation with us.

Our profit share scheme is managed by a group of Trustees, who are also employees of the Firm. To promote employee voice and continuous improvement, everyone in our Firm, regardless of status or background, is empowered to share concerns and ideas. We listen to feedback and take actions forward to enable positive improvement. We run parish sessions for each team with their assigned Trustee representative to collate feedback, which is used to influence strategic decisions regarding improvements to the working conditions and experience of our colleagues. Having seen the benefits of the work of our parish representatives, in 2024 we introduced two new Trustee representative roles, who sit on our Strategy Board to further promote employee voice at the heart of decision making.

This year, we have also introduced an additional mechanism for rewarding colleagues, our new employee rewards scheme, where individuals can nominate their colleagues to receive a financial reward for exceptional work, support offered or another exemplary behaviour they have demonstrated, all aligned to the firm's five behaviours: Team Player, Role Model, Opportunity Taker, Clear Communicator, and Inclusive Thinker.

### B CORP™ CERTIFICATION

We are proud to be a B Corp™ Certified organisation, and in late 2025 we celebrated our three-year anniversary of becoming Certified. To achieve the accreditation, our Firm went through a rigorous assessment of all areas of our business and the impact we make on our colleagues, our community and the environment.

The Workers section assessed us on the financial security of our colleagues, equality, diversity and inclusion, health and safety, wellness, career development, engagement and satisfaction, and our participation in employee ownership.

After our B Corp Certification, we reviewed and moved our pension provider to offer a better return on investment for our colleagues and to enable our people to choose more ethical funds to invest in for their future and improve our pension offering's green credentials.

A refurbishment project of our Exeter office in 2024 delivered significant improvements to our green credentials and the working conditions and facilities for our colleagues, including wellbeing rooms and social spaces. In 2025 we mirrored the improvements in our new Taunton office in Portland House and we have recently opened a new office in Bournemouth.

During 2026, we are planning further improvements to our office space in Truro, which includes bringing our two Truro offices together under one roof at Falcon House, consolidating the Firm's presence in the region and creating a more collaborative, modern working environment for colleagues and clients.

This will ensure that all our colleagues will have consistent access to modern working facilities across all our offices, supporting their development and wellbeing at work.

### FAMILY FRIENDLY POLICIES

Our flexible working policy is open to all and helps support our colleagues who are caring for children or relatives who are elderly or unwell to balance their work and home lives. In the last year we have approved 100% of formal flexible working requests from our colleagues where a large majority were approved without any amendments.

We have fully embedded our hybrid working model into our culture which forms part of our vision for the future. Our 'Best of Both Worlds' model helps us to make the most of the advantages of working remotely and working in the office.

To further support the balance between working and home life, this year we have introduced a 'working elsewhere' policy where colleagues can request to work in a location that is not the office or their usual home for a short period.

We have enhanced maternity and paternity packages, as well as providing additional support for female colleagues before, during and after their maternity leave. We have introduced further improvements for our maternity leavers / working parents including additional support for maternity returners via external specialists. We also introduced better breastfeeding facilities and reviewed our maternity and paternity pay benefits in the Firm.

This year, we have provided guidance and training to managers on supporting women back to work after maternity or adoption leave.

### SUPPORT FOR WOMEN'S HEALTH

In 2025, we introduced a dedicated Wellbeing Officer role within our HR team to proactively support our colleagues with a range of wellbeing issues. We've enhanced the support we offer to women going through menopause by way of a specialist service offered via our private medical insurance. We are also proactively raising awareness, and providing education and training on a range of topics around women's health.



## TRAINING AND DEVELOPMENT

We are committed to providing training, learning and development for our people, including coaching and mentoring. Our Associates Forum provides further development for our next generation of partners.

Training and development is offered to all lawyers and business support colleagues, and across all levels of the business equally. Our Mentoring Programme is available to all, enabling our experienced colleagues to share their knowledge and experience with those looking to develop their personal and professional skills. In 2026, we are introducing a reciprocal mentoring programme, enabling two-way knowledge sharing through the lens of a multigenerational workplace.

We actively encourage our female colleagues to join the mentoring programme so they can be mentored and supported with their career progression aspirations.

We continue to make improvements to our appraisal process to further support the development of all colleagues, including the upcoming launch of our Career Pathways project, which will provide greater transparency on the routes for progression and open up more opportunities for all colleagues across the Firm.

Previously, all our Partners, Team Leaders and Directors took part in values and behaviours training, which included looking at ways of eliminating unconscious bias. Team Leaders undertook training on facilitating the transition to a flexible new, hybrid model of remote and office-based working.

We provide a range of Equality, Diversity and Inclusion (ED&I) training, including Sexual Harassment and Unconscious Bias training, which was provided to all our colleagues, including the leadership team.

## TRAINING CONTRACTS

Our trainee recruitment policy is inclusive, accepting applications from a range of different degrees and not exclusively law degrees. All applications are manually assessed before candidates are invited to an assessment day. Our assessment day is crafted to ensure that there are tasks tailored to suit a diverse range of personality types, in recognition of both diversity and inclusivity. We also provide a growing apprenticeship offering, ranging from Level 3 qualifications, up to Level 7.

Our training team consists of Partners and Associates from a range of different backgrounds and legal teams who oversee the training journey alongside the Learning and Development Manager. They ensure our programme is current, relevant and progressive. The training team conducts biannual appraisals with our trainee solicitors to ensure they are developing the skills they need for a bright future.

## RECRUITMENT AND PROMOTION

Our recruitment advertisements are inclusive, inviting candidates from all backgrounds and abilities to apply for our roles.

Several of our partners and managers work on a part-time basis and we work hard to ensure there are no barriers to promotion for part-time workers. Similarly, we are ensuring there are no barriers to women reaching full equity partner status in the Firm.

In our 2025 promotion season, two women achieved Partner status, and six women achieved Associate or Senior Associate status. During 2026, we also saw a female colleague achieve our second non-legal partner role in the Firm through internal promotion.

Our promotions criteria for Associate, Salaried Partner and Equity Partner provide transparency and clarity in setting expectations for legal advisors looking to advance their careers ensuring all lawyers in the Firm have equal opportunity to develop and progress. Our promotion policy is designed to ensure greater inclusivity around maternity and disability provisions.

Our ED&I strategy is currently very high on the agenda. We maintain live data and metrics, which, along with feedback from our colleagues and through surveys, informs our ED&I plan.

Our Board and HR teams recently undertook ED&I training, to ensure fair treatment, equal opportunity, and a safe, belonging-focused environment for all individuals, regardless of background or characteristics. This further helped shaping our action plan and commitment to ED&I in the Firm.

## PAY REVIEWS AND FINANCIAL BENEFITS

We ensure there is no bias in pay reviews, and in setting pay for different roles we look at all factors, including external factors and market rates for each role. We carry out an annual in-depth external benchmarking exercise to ensure that our remuneration remains fair and competitive in the current market.

We have previously given our colleagues additional pay awards to support with the cost-of-living crisis.

Stephens Scown is committed to the Living Wage Foundation principles. In addition to fair pay, the Firm offers a wide range of other financial benefits, including enhanced pension contributions, private medical insurance, life assurance, enhanced maternity and paternity pay, enhanced sick pay, cycle to work scheme, long-service awards, reduced fees for legal services and a recruitment referral scheme. We are continually reviewing our benefits offering to ensure it meets the evolving needs of our employees and supports their overall wellbeing and professional growth.

Last year, we introduced season ticket loans to support colleagues with the cost of commuting and parking. This year, our colleagues received two salary increases within a 12-month period.

## SUPPORT

The Firm has a comprehensive range of initiatives to support our employees' mental health and wellbeing, including our enhanced paid compassionate leave policy.

We continually look to improve wellbeing in our workplace through a range of activities. Including working on greater support, awareness and education around menopause and women's health.

We continue to offer free counselling sessions and an Employee Assistance Programme for colleagues who need extra support.



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