



Gender Pay Gap Report

2022

Our employee gender pay gap report

Our aim is to be recognised as the leading independent law firm in Scotland, part of the Lex Mundi network of leading independent law firms across the world.

We want to be a firm where women aspire to work, which supports, develops and promotes women and that women want to stay with. Identifying the reasons for our gender pay gap and working to eliminate it is key.

Our gender pay gap shows the difference between the average pay of all men and women employed by the firm, regardless of their role or seniority.

It is not a comparison of how much we pay men and women who carry out the same roles, a similar role or work of equal value.

PAY DATA

Proportion of men and women when placed in four equally sized pay quartiles:

- MALE
- FEMALE

DEFINITIONS AT A GLANCE

PAY QUANTILES: Calculated by ranking all employees' hourly pay in numerical order and dividing them into four equal size groups.



DEFINITIONS AT A GLANCE

MEAN: The difference between the mean (average) hourly rate of pay (or bonus) for all men and all women.

MEDIAN: The difference between the 'middle' rate of pay (or bonus) for all men and the 'middle' rate of pay (or bonus) for all women, when hourly pay is ranked in numerical order.

Difference between male and female hourly pay as at the snapshot date:

5 APRIL 2022

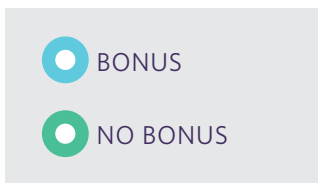
MEAN	MEDIAN
14.3%	17.7%

5 APRIL 2021

MEAN	MEDIAN
14%	16.1%

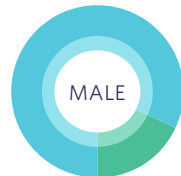
BONUS DATA

Proportion of men and women receiving a bonus:

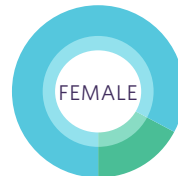


2022

82.3%

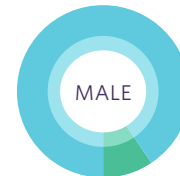


83.1%

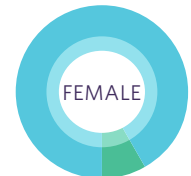


2021

90.7%



92.9%



Difference between male and female bonus paid in the 12 months prior to:

5 APRIL 2022

MEAN	MEDIAN
15.9%	14.3%

5 APRIL 2021

MEAN	MEDIAN
22.4%	17.9%

Our partner gender pay gap report

The following information relates to our partner gender pay gap. Partners are specifically excluded from the legislation but we feel it is important, and consistent with our openness and transparency, to share this information.

We would prefer there to be specific guidance on how to calculate the gender pay gap for partners. In the absence of such guidance we have chosen what we feel is the most sensible approach.

Our partners are not employees of the business, they are paid a share of the firm's profits. We think the most informative and useful way to calculate our partner gender pay gap report is to use the annual profit for partners, including any bonus, rather than looking at a snapshot of one month which would not be representative.

PAY DATA

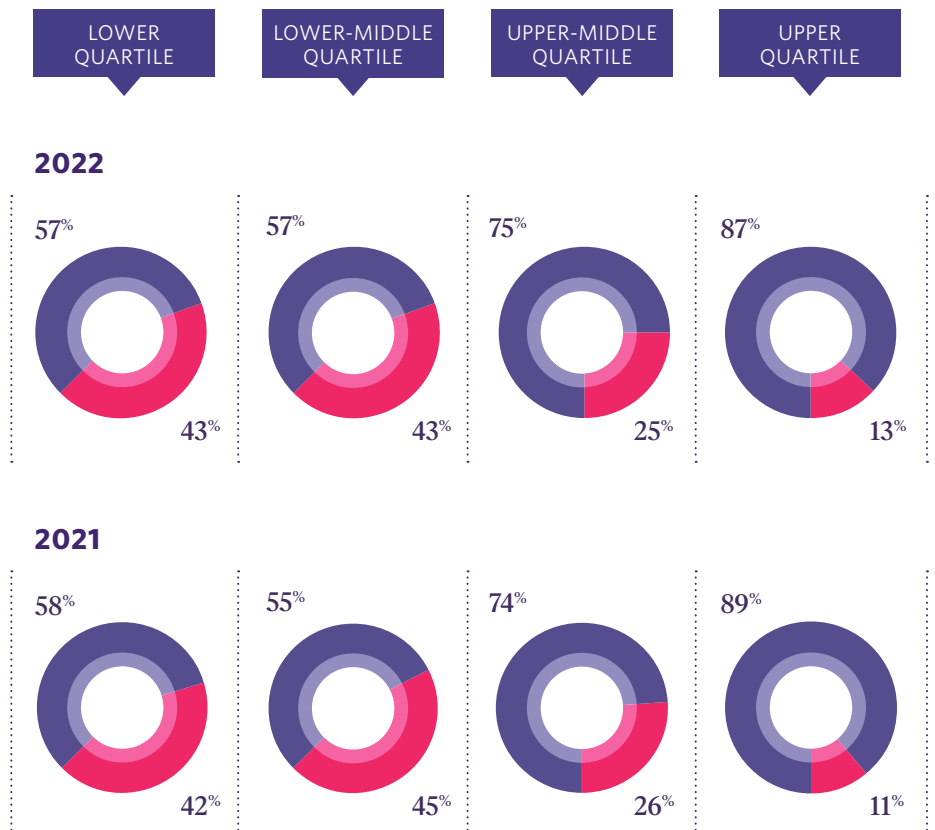
Proportion of men and women when placed in four equally sized pay quartiles:

MALE

FEMALE

DEFINITIONS AT A GLANCE

PAY QUARTILES: Calculated by ranking all partners' annual profit including bonus in numerical order and dividing them into four equal size groups.



DEFINITIONS AT A GLANCE

MEAN: The difference between the mean (average) annual profit including bonus for all men and all women partners.

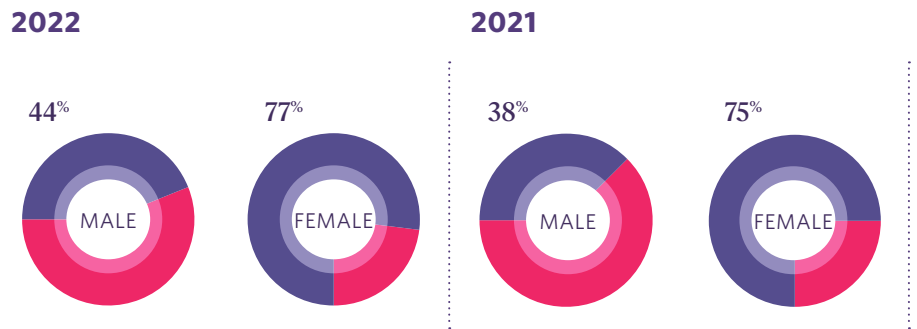
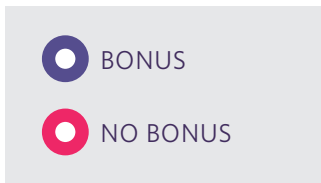
MEDIAN: The difference between the 'middle' annual profit including bonus for all men and the 'middle' annual profit including bonus for all women partners when ranked in numerical order.

Difference between male and female annual profit including bonus:

2022		2021	
MEAN	MEDIAN	MEAN	MEDIAN
32.2%	53.5%	42%	72%

BONUS DATA

Proportion of men and women receiving a bonus:



DEFINITIONS AT A GLANCE

MEAN: The difference between the mean (average) bonus for all men and women.

MEDIAN: The difference between the 'middle' bonus for all men and the 'middle' bonus for all women partners when ranked in numerical order.

Difference between male and female bonus:

2022		2021	
MEAN	MEDIAN	MEAN	MEDIAN
28.3%	23.5%	46%	4%

RESPECT, INCLUSION AND DIVERSITY AT BURNESS PAULL

As we leave behind the uncertainty of the pandemic and settle into our own 'new normal' our story is a positive one. We have adapted to meet the changing needs of our colleagues and our clients and, in the process, become a more respectful and inclusive workplace.

Our inclusion and wellbeing programme is now much more accessible for colleagues. We run regular virtual sessions with external speakers on a range of related topics. Our colleagues are also encouraged to share their own personal experiences of these issues, a strategy we find to be hugely beneficial to starting conversations on what may have previously been considered difficult or taboo subjects in the workplace, for example, menopause, baby loss, cancer, racism and mental health.

Our employee networks raise awareness of the issues that matter to our colleagues and are integral to how we operate. This includes collaborating on ongoing review of our policies and practices to ensure they are fully inclusive and reflective of our zero-tolerance stance on bullying, harassment and discrimination of any kind. This year we are pleased to have established a new race, faith and ethnicity group. This network raises awareness of the various faiths, religions and cultural heritages across the firm, and its members act as ambassadors for the firm by actively participating in outreach and recruitment activity.

We are clear that family commitments should not be a barrier to success, and we have undertaken a full review of our family policies, introducing improvements to our paid maternity, paternity, shared and adoption leave including eligibility to enhanced entitlements from day one of employment. We have also implemented paid pregnancy and baby loss leave, additional paid neo-natal and fertility treatment leave.

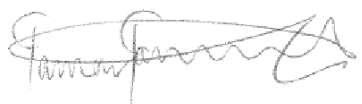
We have continued to build on our commitment to gender equality at senior levels. We have increased female representation in our partnership to 35% , 60% on our Developing Leaders Programme and our Operations Board has a 50:50 gender split.

We have strengthened our relationships with organisations such as the Scottish Ethnic Minority Lawyers Association (SEMLA) and the Robertson Trust. Our legal career pathway is up and running and we are delighted that the first intake of Robertson Trust scholars successfully completed our summer placement scheme and accepted training contracts.

We were named Best Early Careers Employer and highly commended for the Best D&I Initiative at the S1jobs Recruitment Awards due to our work on widening access to the legal profession. We were also recognised as a Stonewall Top 100 employer and were delighted to be the first organisation in Scotland to receive independent menopause-friendly accreditation.

Our understanding of workplace health and wellbeing has broadened and although our focus continues to be on cultivating a mentally and physically healthy culture, we also recognise the impact that financial and social factors can have on our colleagues and we provide a holistic package of benefits, support, information and resources encompassing each of these areas of wellbeing.

It's important to us that we reflect the diversity of wider society and we are committed to creating an inclusive culture which celebrates difference and promotes equality of opportunity. We are excited about the year ahead and working to further embed these principles throughout our business.

A handwritten signature in blue ink, appearing to read 'Tamar Tammes'.

Tamar Tammes -
MANAGING PARTNER

I CONFIRM THE DATA REPORTED IS ACCURATE.

