



Gender Pay Gap Report

2023

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 of the snapshot date:

5 APRIL 2023

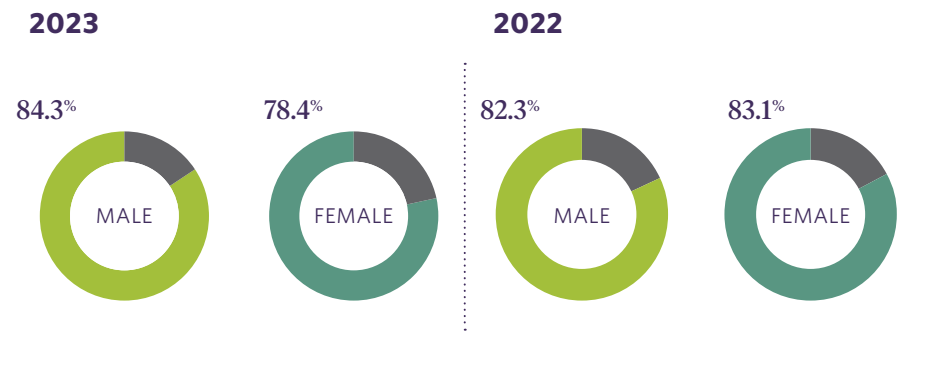
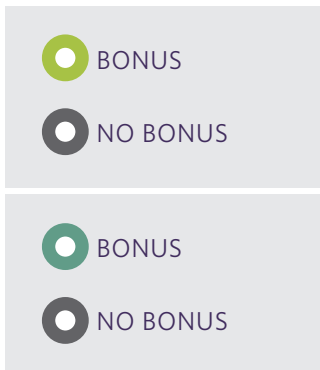
MEAN	MEDIAN
18.7%	28%

5 APRIL 2022

MEAN	MEDIAN
14.3%	17.7%

BONUS DATA

Proportion of men and women receiving a bonus:



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

5 APRIL 2023

MEAN	MEDIAN
17.4%	0%

5 APRIL 2022

MEAN	MEDIAN
15.9%	14.3%

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:



DEFINITIONS AT A GLANCE

PAY QUANTILES:
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:

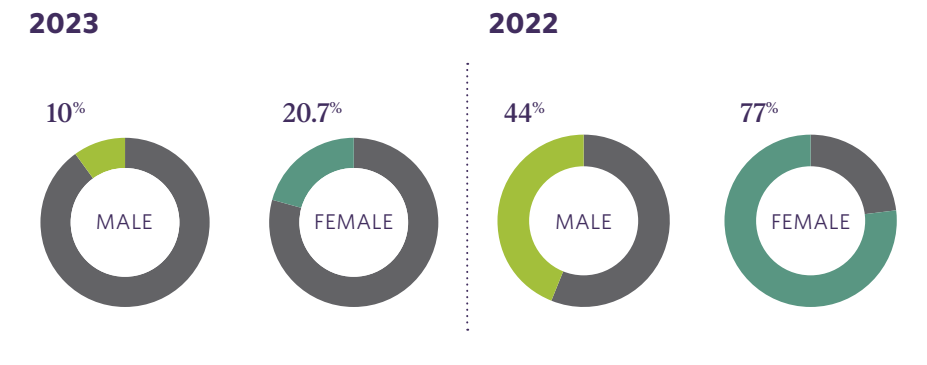
2023		2022	
MEAN	MEDIAN	MEAN	MEDIAN
28.8%	39.6%	32.2%	53.5%

BONUS DATA

Proportion of men and women receiving a bonus:

 BONUS
 NO BONUS

 BONUS
 NO 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:

2023		2022	
MEAN	MEDIAN	MEAN	MEDIAN
18.4%	12.2%	28.3%	23.5%

RESPECT, INCLUSION AND DIVERSITY AT BURNESS PAULL

Diversity, inclusion, and colleague wellbeing sit at the very core of our human and high performing ethos. Over the past 12 months we've continued working to embed these values throughout our people processes including the introduction of dedicated 'Respect & Inclusion' inductions for all new joiners, the creation of an 'Inclusive Recruitment Toolkit' for our hiring managers and investing in new benchmarking technology which gives us the confidence that we pay all our colleagues fairly for equivalent roles across our business.

We are steadfast in our determination to widen access to underrepresented groups at all levels across the firm and we've continued to invest in systems and implement processes that allow us to better measure our progress in this area, including the introduction of adverse impact reporting within our recruitment process and more accurate analysis of our salary and progression data. Our focus on improving social mobility has seen us widen our work experience programmes and continue to run our Robertson Trust Legal Career Pathway, and our sponsorship and involvement in the Lawscot Foundation. We are proud to have become a Social Mobility Index Top 75 employer.

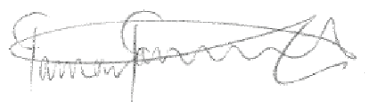
Our business is reliant on all kinds of minds and ensuring we have the knowledge and understanding to support our neurodivergent talent is integral to our success. We were delighted to be the first law firm to have formed a valued partnership with Salvesen Mindroom Centre on their first of its kind 'Neuroinclusion at Work Programme'.

We have continued to increase the diversity of our boards and women made up 80% of our partner promotions. We believe in transparency and accountability and that's why we choose to go beyond the statutory gender pay reporting requirements and publish our partner pay and bonus data.

Our progress across these areas has also been recognised by Ecovadis who have awarded us gold level status, ENI who have awarded us silver in their benchmarking awards and, also the Armed Forces Covenant Employee Recognition Scheme, who have upgraded us to silver level.

Although we are always pleased to be recognised for our efforts, what really matters to us is the experience of our colleagues. Through regular surveys, our diversity networks, and elected employee representatives, we ensure that everyone has a voice. As a result of feedback received this year, we have introduced prayer/reflection spaces in our offices, introduced employee health checks, reintroduced office massage, retained flexibility in our hybrid working arrangements, increased opportunities for informal networking and social connection, and invested in dedicated wellbeing advisers.

We are confident that we have made progress in addressing the imbalances that exist in our firm, but there is still a lot of work to do to ensure sustainable change at all levels and across the wider sector. We will continue to listen to the voices of those who face barriers and inequalities, and we will learn from their experiences to ensure that Burness Paull is an environment where everyone can reach their full potential.

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

Tamar Tammes
MANAGING PARTNER

I CONFIRM THE DATA REPORTED IS ACCURATE.

