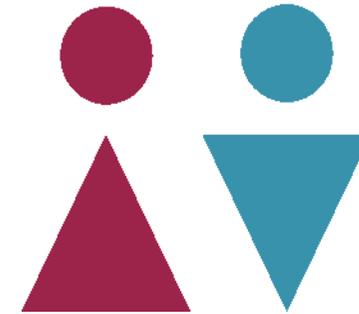


# GENDER PAY GAP REPORT 2021-2022 (Snapshot 5th April 2021)

Express Solicitors are proud to have grown over the past 21 years and in line with gender pay gap regulations have produced our third gender pay gap report. Continued analysis of this data will help us to understand the progress we have made since our first gender pay gap report and where we can continue to focus to improve the gender pay gap across the company, to help ensure we are creating fair prospects for all employees.



The gender pay gap is a measure of the difference in the average pay of men and women, calculated by comparing the mean (average) and median (middle) hourly pay of all men and women employed across the whole firm, irrespective of their roles. It is not the same as the equal pay gap which compares the salaries of men and women doing the same job.

## Hourly pay

Below shows the difference between the gross hourly rate between female and male employees

### Mean

Express Solicitors **22.0%**

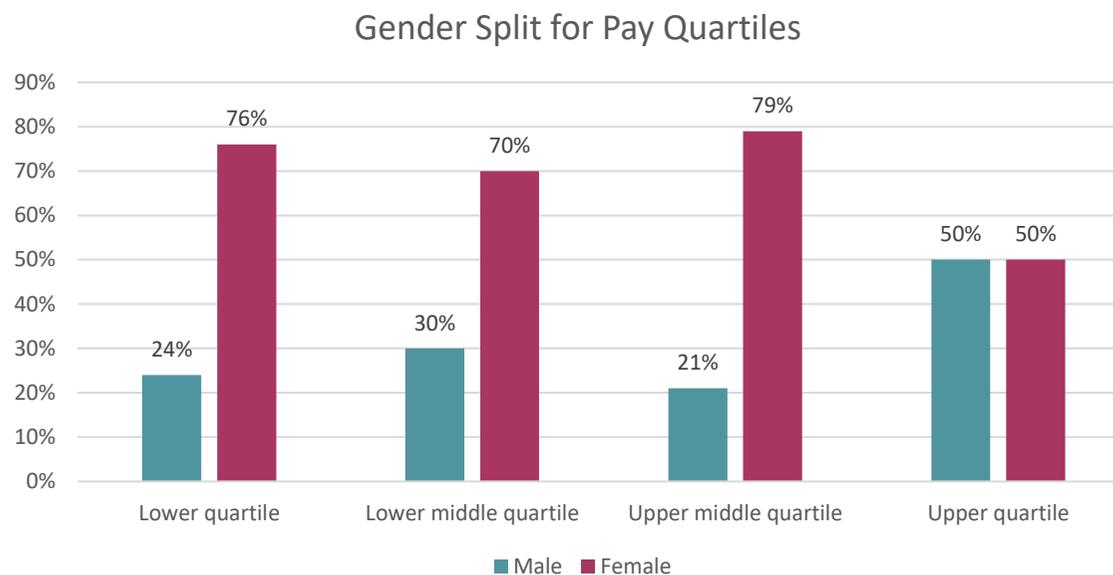
### Median

Express Solicitors **6.6%**

After analysing our data, Express Solicitors are pleased to report that our median pay gap remains considerably lower percentage than the UK average (15.4%). Our mean pay gap is showing at a higher rate of pay for male employees of 22% which has increased since last years from 15.9%, however please note the exceptions below. 22% remains an improvement from 2018 of 25.8%. Although our median average gender pay gap compares favorably, there is an opportunity for us to improve our median average gender pay gap further as this has increased from 2.5% in 2018. Possible reasons are that a higher proportion of female employees (13%) work part time as opposed to our male employees (2%) therefore this will have an effect on pay due to commission in relevant roles; with 88% of overall employees working part time being female. It should be noted the gender pay gap reporting rules prohibit using data from employees in a salary sacrifice scheme. Of the three schemes run by Express Solicitors; the pension salary sacrifice scheme is 76% female, the childcare vouchers are 67% female and the cycle to work scheme is 100% female. All these are excluded from the data which unfavourably skews the figures.

## Pay Quartiles

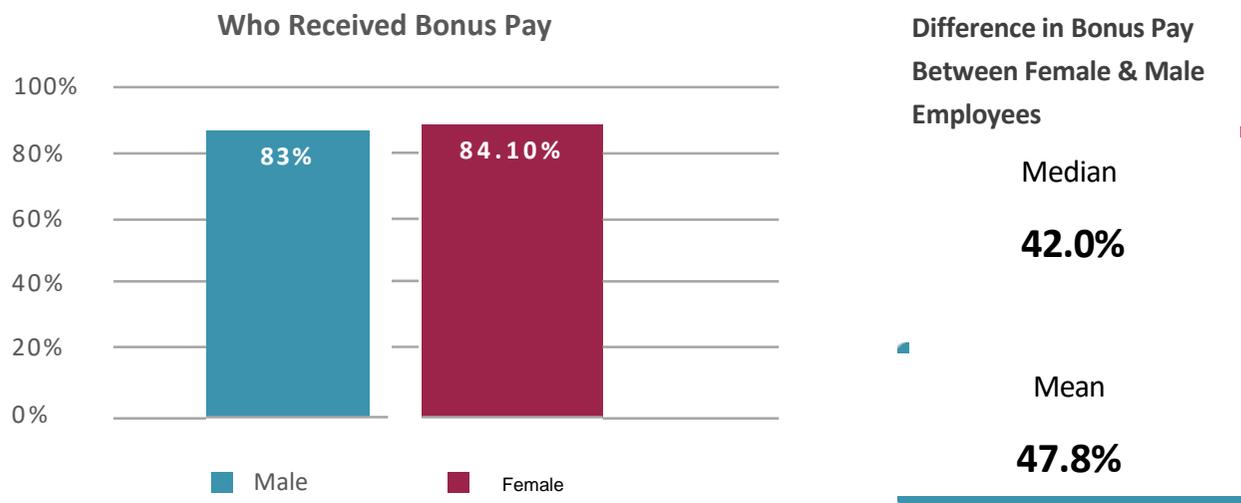
The below data shows the hourly pay between female and male employees divided into four quarters



70% of our workforce is female and as the pay quartile chart in this report demonstrates, women are well represented at all levels, including many middle and senior managers in the upper quartile. We have made progress in addressing this in recent years, progress has been made since last years report for further representation within the Upper Quartiles (5% increase in the upper quartiles since 2020), with initiatives such as enhanced maternity pay and flexible working provisions. We remain committed as a Company to continue improving upon our representation across all quartiles. We must also take into account this may be impacted by the higher proportion of females working part time roles, which will impact their commission earnings which will ultimately impact their Average hourly pay (incl. bonuses).

## Bonus Data

The below data shows the proportion of male and female employees who received a bonus and the difference



Bonus distribution between men and women remains broadly similar. When considering the mean average difference in bonus pay, it should be noted that these figures include commission linked to fee generation, and although commission deals are not affected by gender, Express does have a larger proportion (13%) of female staff who work part-time hours which may impact amount of commission earned. As more females are working part time this may also impact bonus amounts due to bonuses being paid pro-rata based and in the lower pay quartiles.

A variety of factors impact our figures due to the reporting rules which can include such things as the company buy back holidays or unpaid leave (20 female, 3 male) employees who are off sick (1 female, 1 male) or on parental leave (4 female, 0 male) are also not used under the gender pay gap reporting rules. This can also distort figures for us as during the snapshot date (5th April '21) a number of employees salary / bonus data would randomly not be included, on this snapshot date, 86% of the excluded staff are female.

## Our Actions—Closing the Gender Pay Gap

Express Solicitors is committed to engaging and developing its employees and encouraging greater diversity and inclusion. This is being achieved through the following initiatives:-

- **Continued transparency when it comes to our recruitment process, salary spines and our reward processes**
- Ongoing consultation with our senior management team to review salary bandings for all roles; including increases to NMW which impacts proportionally more females due to their distribution within our junior roles.
- We will continue to review several areas including our maternity and paternity pay and our flexible working policy which enables a blended approach to office and home working along with an increase in alternative hours arrangements, supporting those with childcare, continued learning and other commitments alike.
- **Continued focus on increasing awareness surrounding equality & diversity training and ensure focus is on individual's talents and skills, with increased engagement through our Diversity & Inclusion group who will use the platform to raise awareness for all**
- We will continue to review and monitor gender pay gap data looking at ways we can continually improve.

---

Express Solicitors understands that its continuing success is driven by its employees and we are proud of our commitment to equality and diversity throughout our workforce.

*I confirm the data reported in this document is accurate and conforms to the Equality Act 2010 - Gender Pay Gap.*

---