

GENDER PAY GAP

A message from **Claire Rowe**, CEO of Shoosmiths LLP:

'We are pleased that Shoosmiths' median pay gap stands below the national average but we recognise there is still more work to be done.

With this in mind, we have already started work to understand what can be done to reduce this gap. For example, over the past 12 months we set up a Gender Equality Working Group which reports directly to the board. The group was established in recognition of the fact that a series of actions need to be taken at a firm level to advance gender equality. Membership is representative of the firm and includes myself. It provides a sounding board to discuss issues and potential solutions. Likewise, the board brings ideas to the group to collaboratively pin down the steps to be taken, giving our employees direct input and

influence on decisions that will affect them.

Similarly, we have established a network of groups across our offices which contribute to our diversity and inclusion strategy. Inspired by the Lean In movement, the networks aim to support the career development of staff by helping address the issues they face in both their work and personal life that could hinder their development. On top of this, we are introducing agile working across our offices while at the same time offering alternate progression routes such as introducing a Legal Director role.

We are confident that these initiatives and further discussion across the organisation will help Shoosmiths to reduce its gender pay gap.'



Claire Rowe
Chief executive | Shoosmiths LLP

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Shoosmiths is required to carry out Gender Pay Gap reporting.

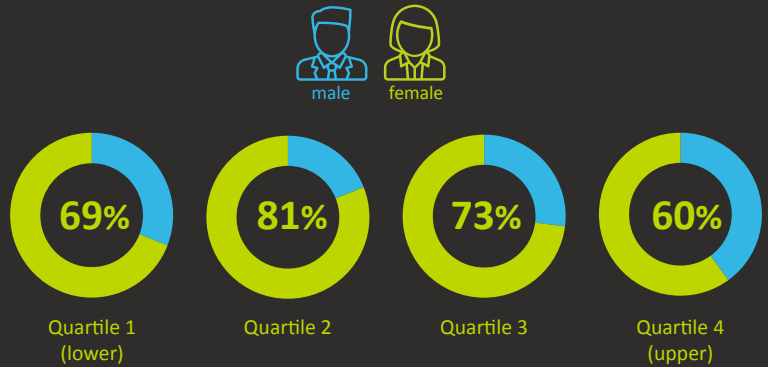
PAY DATA

HOURLY RATE OF PAY

DIFFERENCE BETWEEN GROSS HOURLY EARNINGS FOR ALL MEN AND ALL WOMEN	
Mean	Median
15.41%	12.98%

PAY QUARTILES

The image below shows the gender distribution at Shoosmiths when colleagues are placed in to four equally sized quartiles based on pay.



Proportion of male and female staff in quartiles

INCENTIVE DATA

INCENTIVE PAY GAP

DIFFERENCE BETWEEN INCENTIVES PAID TO MEN AND WOMEN	
Mean	Median
17.98%	0%

PROPORTION OF STAFF RECEIVING AN INCENTIVE

Proportion of male colleagues receiving an incentive payment

Proportion of female colleagues receiving an incentive payment

