

Our 2018 gender pay data is set out below. The statutory data is reported in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Since publishing our 2017 Gender Pay Gap Report, we have progressed the commitments we made to take positive action. Over the past year, we have in particular:

- Improved our monitoring and reporting of recruitment, promotions and access to training opportunities across the firm.
- Actively supported flexible working arrangements and piloted agile working.
- Enhanced maternity and adoption pay, paternity pay and shared parental leave.
- Run discussion groups in each of our offices to help us understand barriers to progression and how to support working parents better.
- Made unconscious bias training available across our firm.



MIKE WILSON
MANAGING PARTNER

1. STATUTORY PAY DATA

GENDER PAY GAP

| Mean | Median |
|-------|--------|
| 22.7% | 28.5% |

Our gender pay gap figures for 2018 have improved since 2017. However, the 2018 pay gap is still above the national average; Blake Morgan LLP's 2018 mean pay gap is 22.7% compared with the national average of 17.9% (Office of National Statistics - Annual Survey of Hours and Earnings 2018).

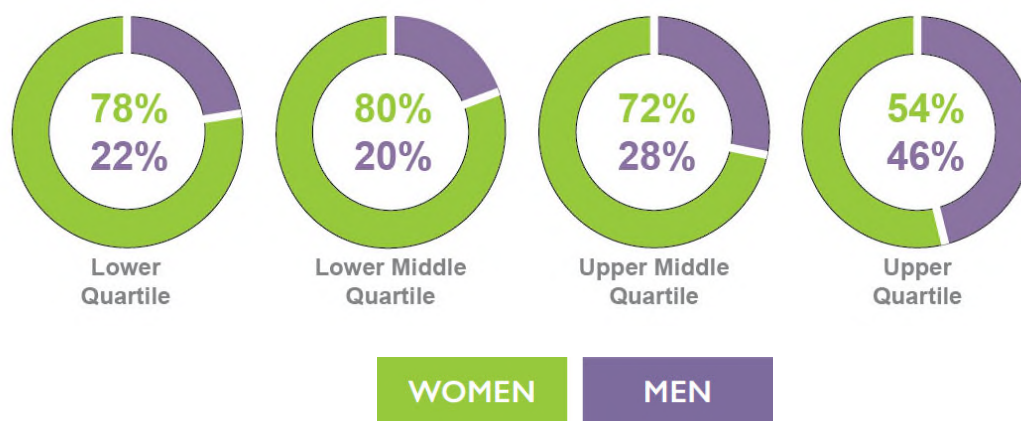
2. NON STATUTORY PAY DATA

As part of the preparation of the Blake Morgan LLP statutory data, we also analysed the gender pay gap separately across (i) solicitors (excluding partners) and (ii) legal support staff. The data produced by this analysis is shown first, for information:

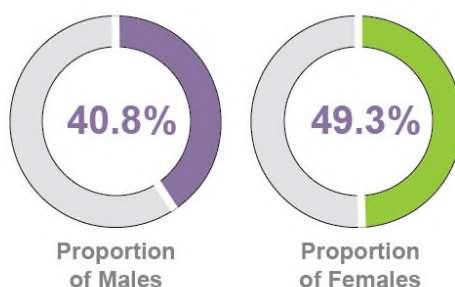
| Population | Mean | Median |
|---------------------|-------|--------|
| Solicitors | 12.1% | 1.3% |
| Legal Support Staff | 9.8% | -7.5% |

The 2018 national gender pay gap for Solicitors was 11.7% which is very close to our Solicitors pay gap of 12.1%.

PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH PAY QUARTILE



GENDER BONUS PAY GAP



PARTNER DATA

Whilst the statutory data does not include self-employed partners we have included the partner data below:

GENDER PAY GAP

Employees and all Partners

| Mean | Median |
|-------|--------|
| 48.4% | 42.9% |

GENDER PAY GAP (Partners only)

Managed Equity Partners

| Mean | Median |
|------|--------|
| 0% | 0% |

Junior Equity Partners

| Mean | Median |
|------|--------|
| 6.2% | -6.0% |

Including partner pay data increases the mean and median pay gap because we have a higher proportion of male partners overall. There is no pay gap at Managed Equity Partner level and a small gap at Junior Equity Partner level where we have a significantly higher proportion of men to women.