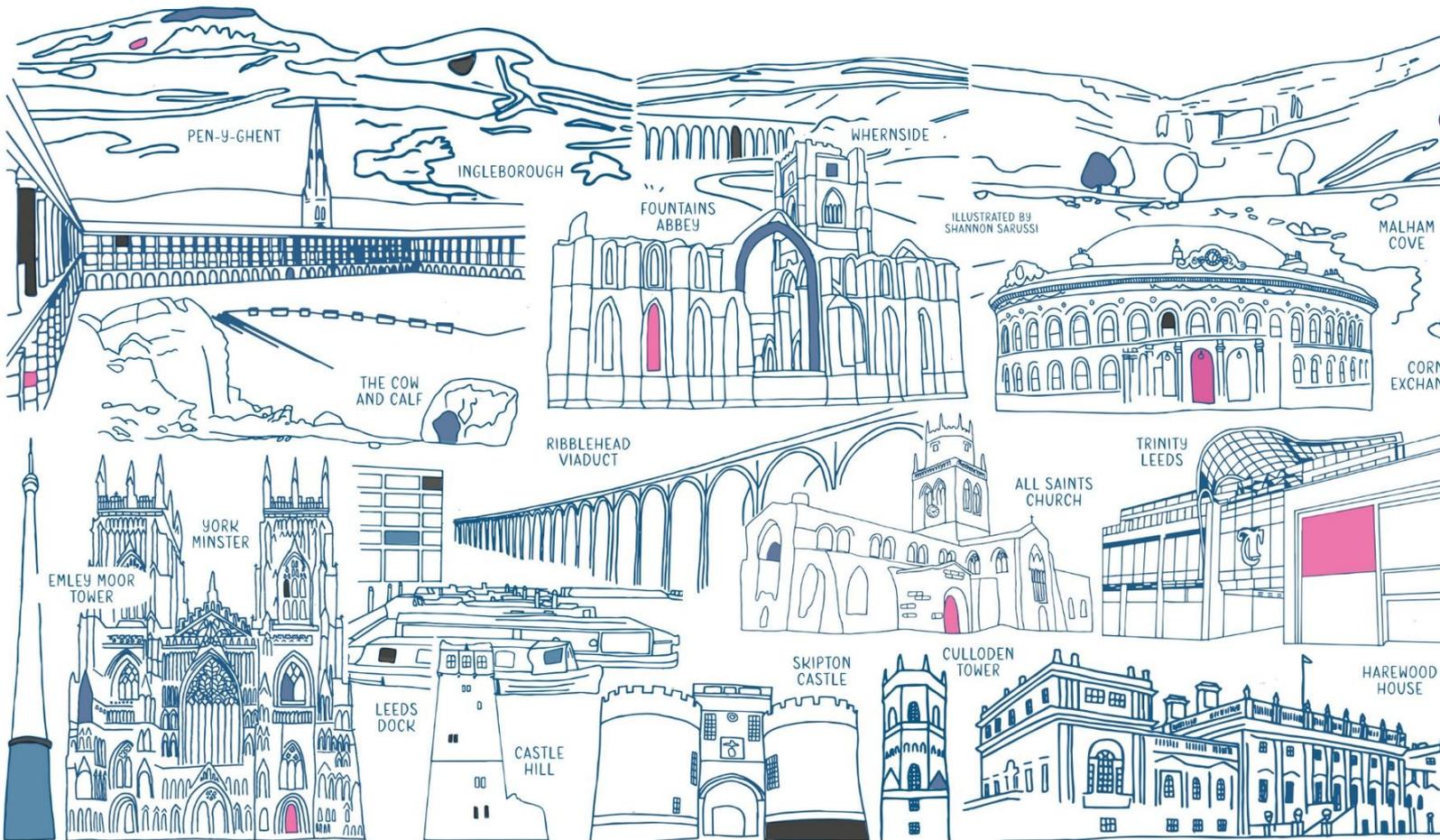


Gender Pay Gap Report

(snapshot date 5th April 2025)



At Ison Harrison Solicitors, we are committed to transparency and equality in our workplace. As part of our ongoing efforts to promote gender equality, we have compiled a gender pay gap report. This report provides a detailed analysis of our workforce composition, pay gaps, and the steps we are taking to ensure gender pay equality.

Our Results

Our Workforce - Representation

All relevant employees on the snapshot date: 25% Male | 75% Female

Women and Men in each pay quartile:

Upper Pay Quartile Females – 58.3% Males – 41.7%	Upper Middle Pay Quartile Females – 71.4% Males – 28.6%
Lower Middle Pay Quartile Females – 85.7% Males – 14.3%	Lower Pay Quartile Females – 79.8% Males – 20.2%

Gender Pay Gap and Bonus Gap Results

Hourly Pay:

When we calculated our hourly pay gender pay gap using the mean, it was 22.5%.

When we calculated our hourly pay gender pay gap using the median, it was 27.6%.

Bonus Pay Gap:

83.7% of women and 83.3% of men received a bonus in the year leading up to the snapshot date.

When we calculated our bonus pay gender pay gap using the mean, it was 50.6%.

When we calculated our bonus pay gender pay gap using the median, it was - 0.72%.

Analysis

Representation of genders

Women make up a significant proportion of our workforce, with 75% of employees being female at the time of this snapshot. Women have a higher representation than men across all pay quartiles, including the upper quartile. Their representation is greater in the lower three quartiles, which is largely due to the overall high number of women employed by the firm.

Gender Pay Gap

The mean and median pay gaps show that, on average, women within the firm earn less than men. While women are well represented across all levels within the firm, we have a lower proportion of men in roles that are typically lower paid, such as secretarial and administrative positions. These roles tend to attract a higher number of female applicants, which contributes to the overall gender pay gap.

Our gender pay gap results are influenced by our salary sacrifice pension scheme. Many employees choose to sacrifice a larger portion of their salary and bonus into their pension, which has impacted the overall results.

Portion of women and men receiving a bonus

We have a near to equal number of women and men who received a bonus in this year, with the percentage of women receiving a bonus being slightly higher than men.

As an employee-owned business, we have a yearly profit share distribution which is equally paid to eligible employees (those who have been employed since 2nd January of that calendar year). We also recognised employees who were not eligible but had been with the company for 6 months or over by paying them a £500 bonus.

Anyone who did not receive a bonus were not eligible in this year's distribution and had not worked for the company for 6 months.

Bonus Gap

The mean bonus gap is high, suggesting that men receive higher bonuses on average. However, the median bonus gap is a minus number, indicating that the typical bonus amounts for women are higher.

Our Efforts in Ensuring Gender Pay Equality

Decrease in our Gender Pay Gap

We are pleased to confirm that our mean hourly gender pay gap has reduced from 36.5% in 2021, to 29.7% in 2024 and 22.5% in 2025.

Our median hourly gender pay gap has reduced from 47.9% in 2021 to 37.4% in 2024 to 27.6% 2025.

These reductions are encouraging and show that we are making progress in closing any gender pay disparities.

Regular pay reviews

We conduct annual pay reviews to ensure fair compensation across the organisation. Our remuneration committee carefully reviews salaries during this period to ensure that employees are being paid appropriately for their role type, level and experience.

Flexible working

We empower our employees at every level to achieve a healthy work-life balance by offering flexible working arrangements that suit their individual needs where possible. We have many roles that do not follow a traditional five-day office schedule including women at manager levels.

We will continue to foster this environment where possible for our employees.

Gender Pay Gap Results 2025 (snapshot date 5th April 2024)

Our Workforce - Representation

All relevant employees on the snapshot date: 26% Male | 74% Female

Women and Men in each pay quartile:

Upper Pay Quartile Females – 50.8% Males – 49.2%	Upper Middle Pay Quartile Females – 75.8% Males – 24.2%
Lower Middle Pay Quartile Females – 86.4% Males – 13.6%	Lower Pay Quartile Females – 83.3% Males – 16.7%

Gender Pay Gap and Bonus Gap Results

Hourly Pay:

When we calculated our hourly pay gender pay gap using the mean, it was 29.7%.

When we calculated our hourly pay gender pay gap using the median, it was 37.4%.

Bonus Pay Gap:

81.9% of women and 80% of men received a bonus in the year leading up to the snapshot date.

When we calculated our bonus pay gender pay gap using the mean, it was 62.56%.

When we calculated our bonus pay gender pay gap using the median, it was 0.28%.