



2024 Gender Pay Gap

5 April 2024

As part of its commitment to reducing the UK's gender pay gap, the UK government is asking all employers with 250 or more employees to publish their gender pay gap.

At Lindsays we are committed to providing a culture where individuals can develop and thrive whilst maintaining a good work life balance.

We believe our clients and colleagues benefit from a diverse workforce, which best serve the needs of all parties due to the generation of different perspectives and ideas

Gender pay gap reporting does not represent equal pay. Equal pay relates to men and women being paid differently for 'like work' or 'work of equal value'. We are committed to ensuring equal pay through regular monitoring and analysis and are confident that our gender pay gap is not an equal pay issue.

We have analysed our pay gap data thoroughly and we are confident that all our employees are paid fairly, regardless of gender. 81.8% of our workforce is made up of females, with 44.7% of females working in the lower middle and lower quartiles.

There are a very small number of male employees in the lower middle and lower quartiles (5.5%) and four of the top five highest earning positions at Lindsays are held by males. Average male earnings are higher than average female earnings due to a combination of these factors.

We have more women than men in every quartile, but this is particularly the case in the lower, lower-middle and upper-middle quartiles. Our secretarial and support functions roles, which are mostly found in the low-middle and lower quartiles, have a very high proportion of female employees.

The distribution of role types and the number of females employed also affects our bonus gap. An equal number of men and women received a bonus, however the value of bonuses awarded to men tended to be higher because of the distribution of their roles.

Looking forward

Lindsays experiences low turnover in senior positions, which means there is limited opportunity in the short to medium term to address the gender imbalance at the more senior levels.

We are committed to providing equality of opportunity to all, at all levels throughout the organisation.

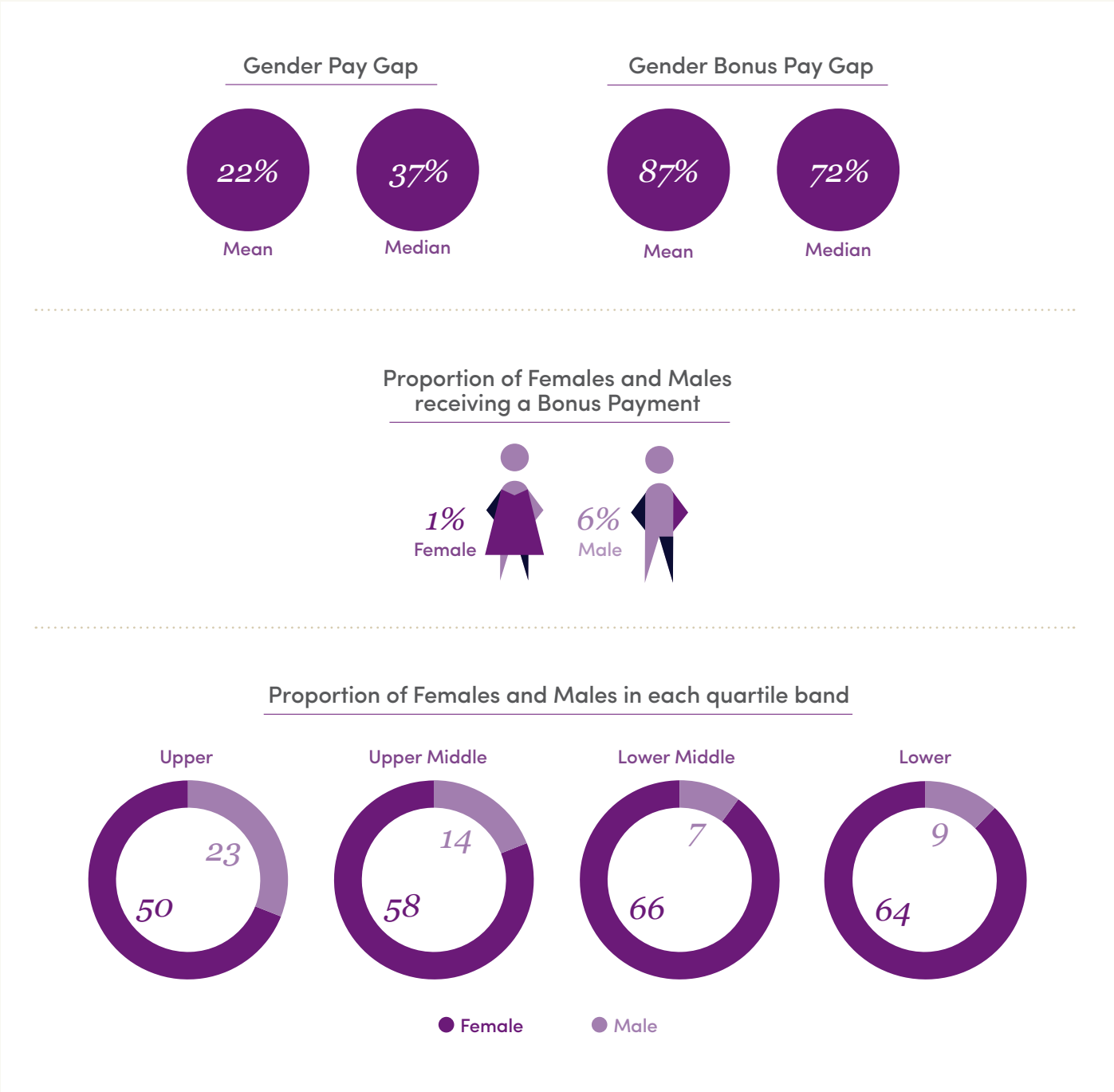
Lindsays is committed to ensuring that all roles in the Firm are accessible to those with the relevant skills and experience, regardless of gender. Lindsays will continue to maintain a supportive and open culture that allows employees to develop their skills and careers, whilst also benefitting from a good work life balance.

We will:

- Continue our investment in **developing colleagues across the business** to ensure that male and female colleagues are encouraged and supported through their career progression.
- Continue to **implement transparent promotion criteria** to prevent unconscious bias in senior promotions.
- Continue to **reduce stigma around part-time work** so it doesn't negatively impact promotion prospects.
- Continue to ensure targets account for **flexible working arrangements**.
- Continue to **promote unconscious bias training** for partners and senior staff making hiring and promotion decisions.
- Continue to **provide networking opportunities** that is suitable for both male and female colleagues.

Lindsays' gender pay and bonus gap reporting figures

Our statutory key gender pay gap reportable data covers pay as at 5 April 2024 and bonuses paid in the year to 5 April 2024 and is as follows.



I confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Nina Taylor, Chair
March 2025