

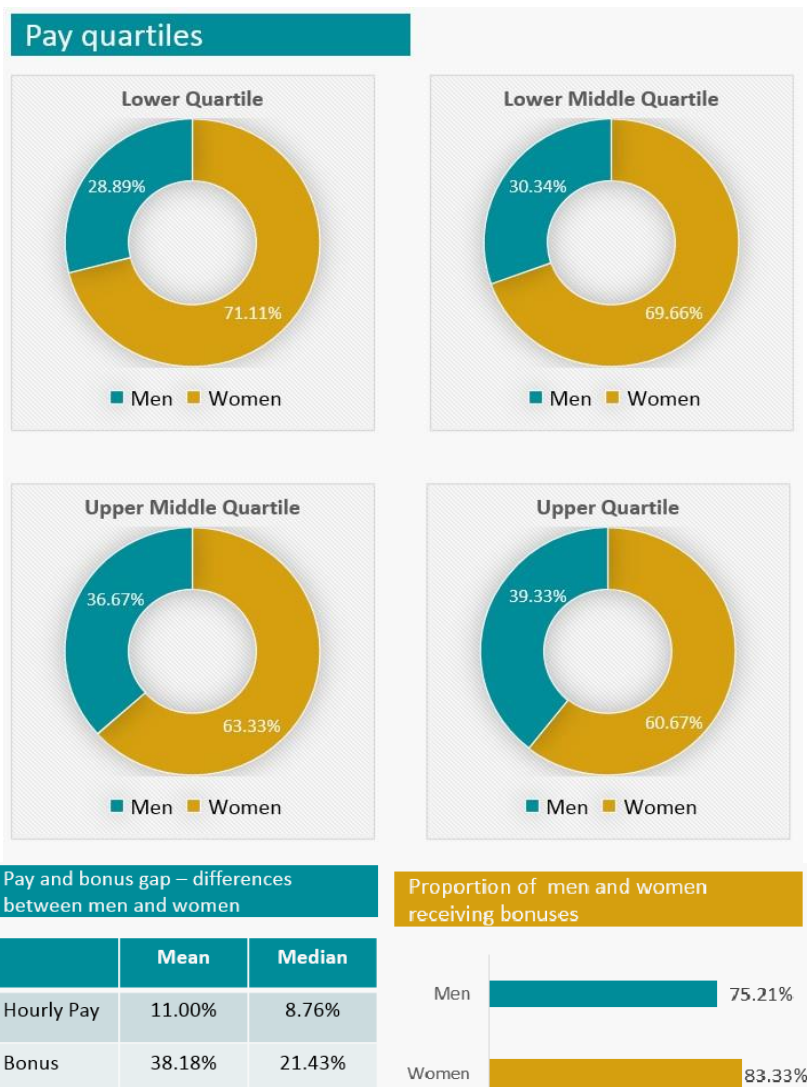
FREETHS

Gender Pay Gap Report 2018

We set out below our Gender Pay Report in accordance with the Equality Act 2010 (Gender Pay Gap Information Regulations 2017). These figures are for Willoughby Corporate Services Limited which provides legal staff exclusively to Freeths LLP.

When compared with the data so far published we are pleased to confirm that our results are well within the norm for the legal industry. More importantly, whilst compiling the figures we found no indication of gender pay differentials between lawyers of similar qualification nor gender pay differentials between other staff in our organisation performing similar roles.

The main reason that our figures show a gap in pay is that there is a difference in the number of men employed by us in senior positions. We remain convinced that this will change over time given the number of women that are now progressing with us into senior roles with the firm. We believe in recruiting the best person for the job irrespective of gender and we always promote on merit.



We fully recognise the importance of an inclusive and diverse workplace and we are determined to continue on our journey ensuring that we provide this for our staff and clients at all times in the future. Here are a few of the initiatives towards this objective:

- We have recently reviewed and rebranded both our flexible working policy and family friendly policies to ensure that they are inclusive, easily accessible, visibly promoted and available to all staff.
- Following feedback sessions with staff regarding our family friendly packages we introduced an online parental coaching platform which aims to help our staff better manage the demands of family and work life.
- Due to the availability of flexible working opportunities, we currently have 14% of our legal staff (trainees/lawyers/partners) working part time and this includes 10% of our partners.
- In conjunction with our Staff Council, we are establishing a working group to look at further extending our flexible working regime.
- We are one of the first regional law firms to adopt contextualised recruitment for all graduate recruitment. Contextualised recruitment hard wires social mobility metrics into the recruitment process to enable us to understand better a candidate's achievements within a social context. As a result of our use of contextualised data, in 2017, 13% of the offers we made to graduates joining one of our three graduate programmes were to candidates who would previously have fallen below academic criteria. However, when reviewing their applications on the basis of contextualised recruitment the individuals had key strengths and skills relevant to those applications.
- In order to attract graduates from more diverse backgrounds, we offer three routes into qualification. One of these routes supports working whilst studying for the professional exams. This route encourages applications from more candidates who are first generation to university, from a state educated background or from an ethnic minority.

We are committed to delivering on these and other initiatives, and we are confident that any disparities evident in the statutory gender pay figures will reduce over time as the make up of our workforce more closely reflects our current recruitment trends. 70% of our trainees and legal assistants are now female and, given our excellent retention rate on qualification (100% in the last two years), our overall solicitor population will progressively reflect these demographics.