



**FLETCHERS**

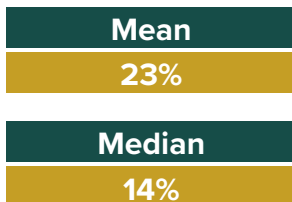
EST. 1987

## Fletchers Solicitors 2022 Gender Pay Gap Report

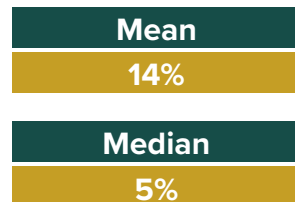
We believe that our continued success depends on putting our people at the heart of everything we do. We cannot achieve that goal without valuing diversity and ensuring equal treatment of all our team members. We remain committed to reducing our gender pay gap overall and are pleased to note that our median pay gap is below the national 2021 average.

Overall, our workforce continues to be comprised of a majority of females, however there are still proportionately fewer women in our most senior roles. We have made some progress in addressing this, including the appointment of our first female CFO, Alex Lynch.

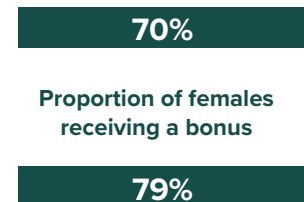
### Difference in pay between male and females



### Difference in bonus pay between male and females



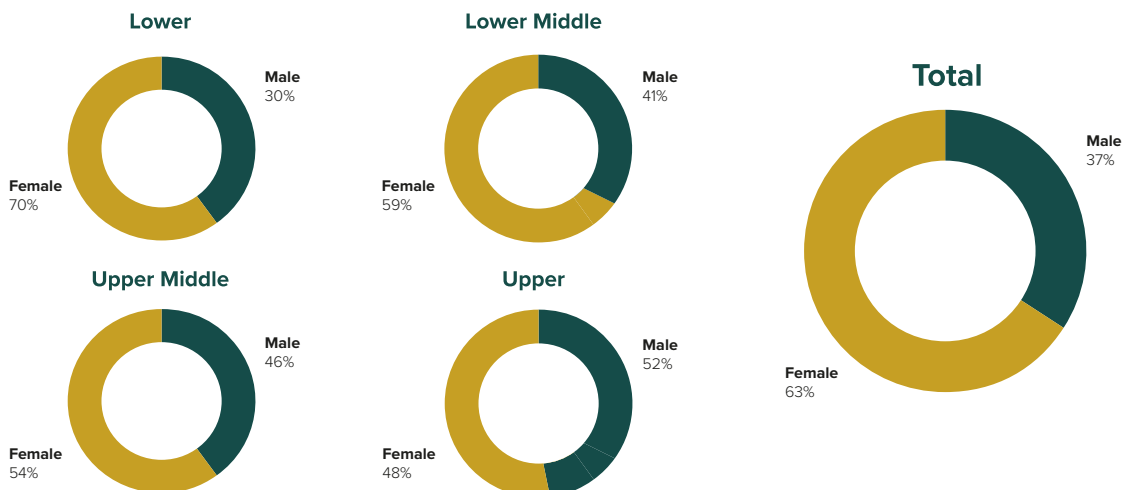
### Proportion of males receiving a bonus



### Proportion of females receiving a bonus



### Proportion of males and females in each quartile band



### Declaration

As required by the regulations, we confirm the data in this report is accurate.

**Tim Scott, Director of People**

**Peter Haden, CEO**