

# Gender pay report

2020

9.2%

Mean pay gap

10.4%

Median pay gap

-972.2%

Mean bonus gap

-878.3%

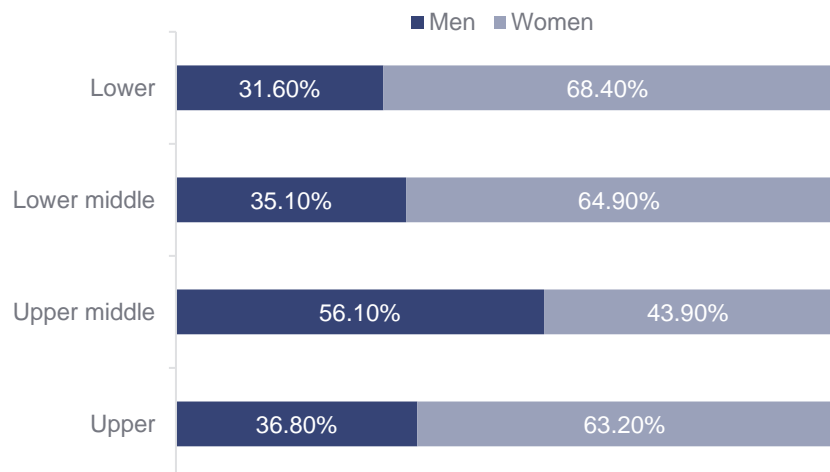
Median bonus gap

To help our clients thrive, it is vital we recruit and retain focused, high performing, diverse and committed people.

Our values and our vision are integral in all that we do and are embedded throughout the firm. We have three clear principles which guide our vision for the future.

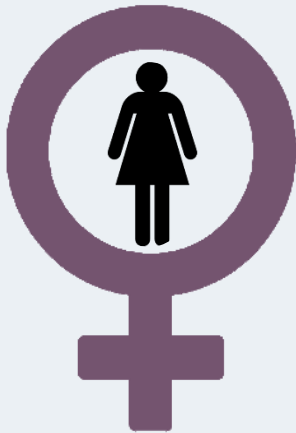
- People are at the centre of everything we do including our employees, clients, local communities and other stakeholders.
- Constant investment is necessary for us to continue to grow sustainably and to provide career development opportunities for our people.
- Everything is for the long term.

## QUARTILE PAY BANDS



## PERCENTAGE RECEIVING A BONUS

4.0%



0.6%

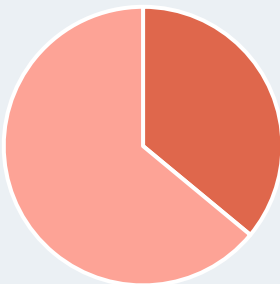


## TRAINEE INTAKE 2019

64% 36%

FEMALE

MALE



Our mean gender pay gap of 9.2% represents the difference in men and women's average earnings, regardless of their role or seniority. Last year our mean pay gap was 4.9%.

Our analysis shows that the pay gap is slight reflecting our commitment to no unconscious bias to either gender.

We do not operate a bonus scheme at Hazlewoods and therefore the percentages do not reflect our overall approach to reward.

We recognise the strengths that diversity can bring, and are committed to equal opportunities and equal treatment of everyone at the firm. We are in the process of providing 'Unconscious Bias' training at all levels.

Having a diverse mix of talented people to advise our clients is fundamental to our commercial success and we are looking at every stage of our recruitment and talent management process to help us do that. We have had particular success in our graduate and apprenticeship schemes. In 2019 our intake of female graduate trainees was 38%.

Our remuneration practices are designed to reward and recognise the contribution of all employees, and be free of gender bias. We complete regular salary benchmarking exercises, using external agencies and consultants, to help standardise and inform pay recommendations.

We aim for continuous improvement in our employment practices. Our commitment needs to be long term and sustainable. We will:

- Continue to develop our flexible working practices for all our people and promote a healthy work life balance.
- Create and embed structured coaching and mentoring culture.
- Develop inclusive leadership training.
- Continue to develop policies and frameworks to help people balance their lives. We will develop enhanced parental leave by reviewing all family leave policies to create better working environments for our people.

Jon Cartwright  
Managing Partner

We confirm that we have reviewed the Hazlewoods pay data provided which has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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**HAZLEWOODS**

DRIVING LIFELONG PROSPERITY

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