



Gender pay report

2024

-0.9%

Mean pay gap

0.0%

Median pay gap

14.4%

Mean bonus gap

25.5%

Median bonus gap

At Hazlewoods we are committed to ensuring that we support our people and our clients to thrive.

We have a desire to attract and onboard talented people from a diverse range of backgrounds. Our aim is to provide support through a variety of professional development pathways and promotions to support and empower our future leaders. We aim to create a culture based on fairness and inclusivity.

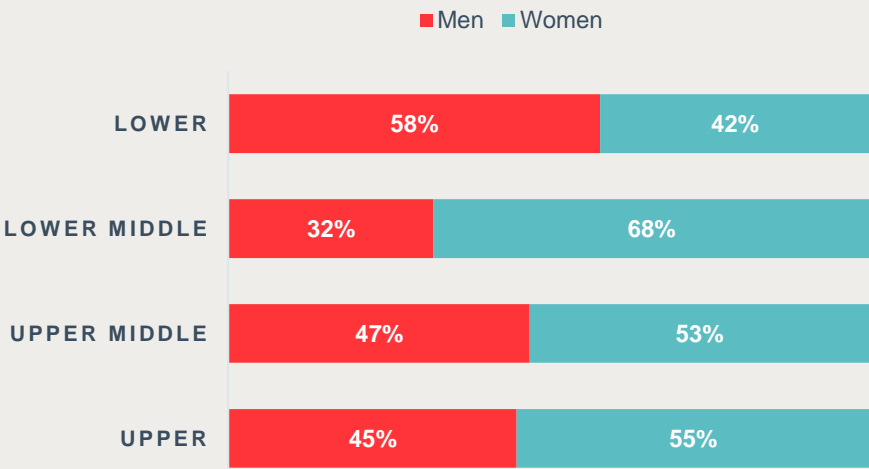
As a Firm, we want to empower our people’s ambitions and reward fairly. We evaluate our approach to pay data closely so that we can evolve and adapt our processes within the firm.

We have two 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.

In our pay gap report, we present the findings of our firm-wide analysis as of April 2024.

QUARTILE PAY BANDS



Percentage receiving a bonus

79.2%



Our mean gender pay gap of -0.9%, is down from 2.5% last year. The reduction is driven by a predominantly male trainee intake in September 2023. This has decreased both the mean and median salary. Our staff numbers also grew by 30 compared to the previous snapshot date; a 13.5% increase in males and 3% increase in females. One third of males employed by the Firm were in the bottom quartile, compared to one quarter the previous year.

We remain committed to no unconscious bias to either gender.

61.2%



Our diversity and inclusion policy and our training sets out our key commitments and the responsibilities of our people which complements our ongoing journey with D&I. As we continue to evolve and grow as a firm, it is inevitable that we will become more diverse. This is a great thing and allows us to really embrace and represent the diversity of our clients and our people.

Our training reminds us about what we mean by diversity and inclusion and to make us better at what we do collectively and individually in creating an inclusive culture. A culture where everyone can be true to their authentic self.

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. We will:

- Continue with our flexible working practices for all our people and promote a healthy work-life balance.
- Structured learning and development programmes have been embedded, and we will continue to evolve and develop these programmes over the coming months with robust and structured training for our manager and leadership population.
- Continue to develop policies and frameworks to help people balance their lives. We will continue to review our family friendly policies, and the benefits aligned to these to encourage and support a better working environments for our people.

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