



Gender Pay Gap Report

2024

INTRODUCTION

At Harper Macleod we recognise that our people are key to our success. We strive to be an employer of choice and create a diverse, inclusive, healthy safe and stimulating work environment that is recognised as a place of opportunity for everyone.

The diverse nature of our firm's business naturally results in a diverse workforce. We have many departments dealing with different legal specialisms and we have many non-lawyer colleagues supporting the legal services we provide to clients.

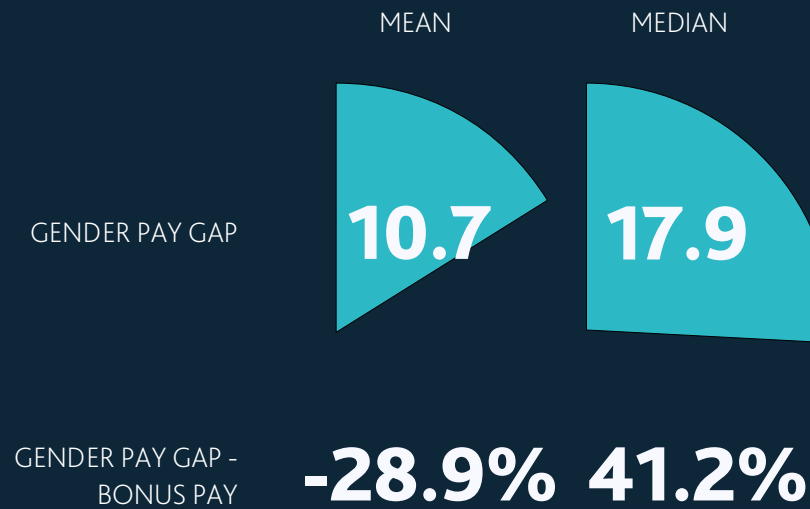


MARTIN DARROCH
CHIEF EXECUTIVE

I confirm that the data in this report has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

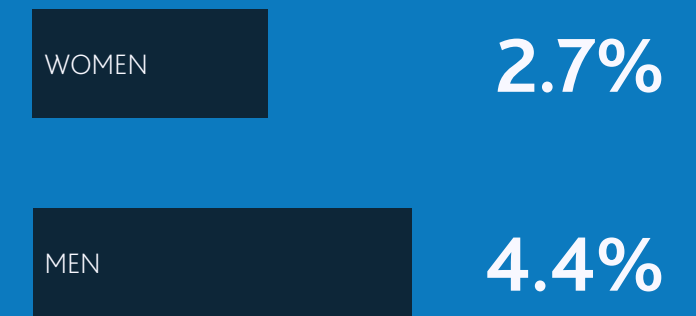
REPORTING FIGURES

Gender pay and bonus pay gap reporting figures (% less than men)



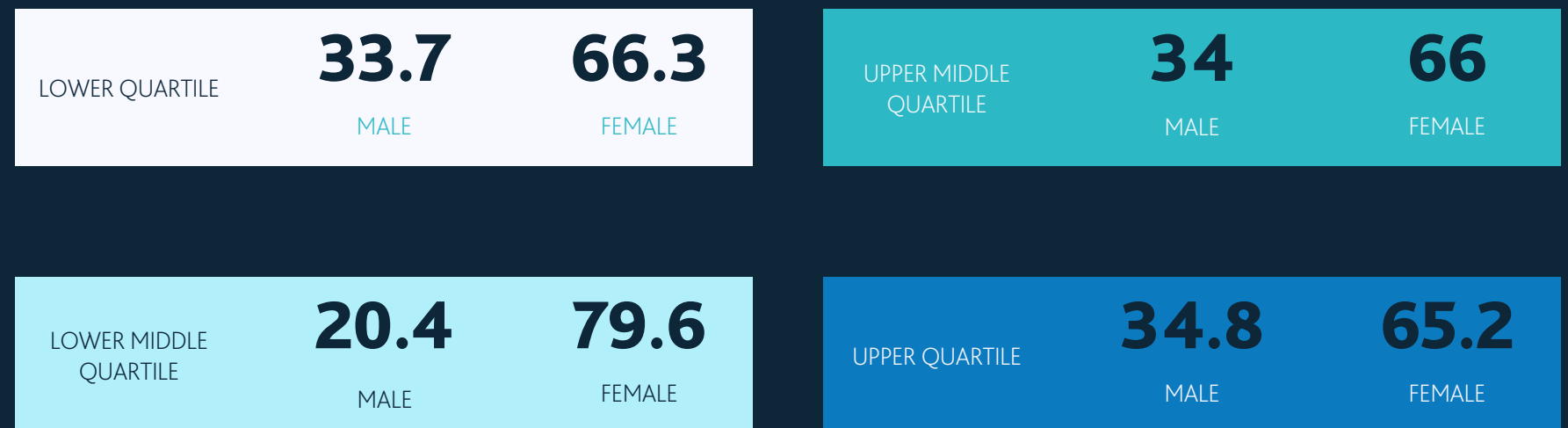
BONUSES

Proportion of employees receiving a bonus



PAY BANDS

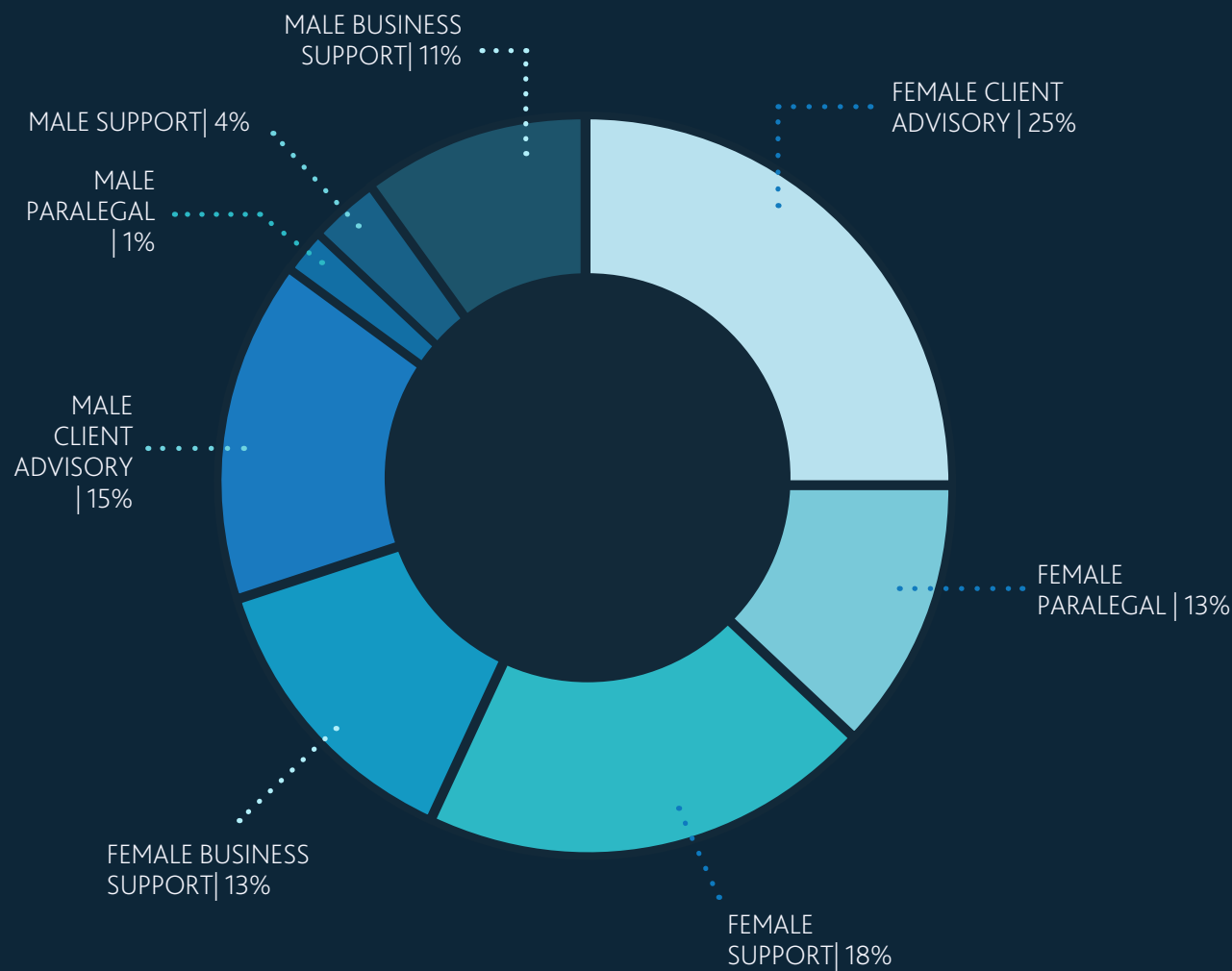
Proportion of male and females in each quartile pay band (%)



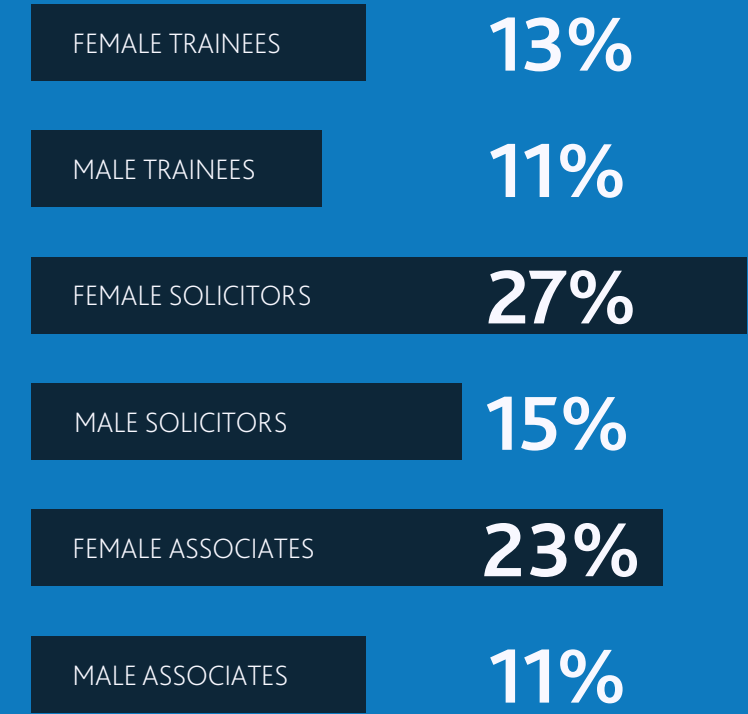
ANALYSIS

Similar to other professional service firms – our hourly pay and bonus figures are considerably affected by the high number of females employed. 69% of the colleagues listed for the calculations were female, the majority being in Client Advisory or support roles. This is reflected in our quartiles, where women outnumber men in all 4 quartiles – including the higher pay bands.

GENDER - ALL COLLEAGUES



GENDER - TRAINEES, SOLICITORS & ASSOCIATES



“
SIXTY TWO POINT SIX PERCENT
of our Trainee Solicitors, Solicitors, Senior Solicitors, Associates and Senior Associates are female

CLIENT ADVISORY

Gender pay gap is not – and is not intended to be – the same as “equal pay”. Gender pay gap does not reflect nuances such as length of service, PQE, additional pay for additional duties, or market variations, which can be an important consideration in recruiting in the legal market. We work hard to ensure that both women and men are paid equally for similar roles across the firm.

Further analysis of our statistics, looking specifically at all of our lawyers reveals a significantly different result to that.

SOLICITORS & SENIOR SOLICITORS



ASSOCIATES & SENIOR ASSOCIATES



(% difference between male avg hourly rate and female avg hourly rate)

(% difference between male median hourly rate and female median hourly rate)

DIVERSITY

Harper Macleod has always sought to promote based on merit and recruit seeking the right person for the right role, regardless of gender.

Of our 35 promotions announced in May 2024, 63% went to women. From April 23 to April 2024, 63% of our legal appointments have been filled by women.

22% of our colleagues have a formal flexible working arrangement in place, 28.6% of these arrangements are in place with women.

63%

PROMOTIONS

Went to female colleagues

(In 2024)

63%

LEGAL APPOINTMENTS

Have been filled by women

(From April 22 to April 23)

88%

OF COLLEAGUES HAVE HYBRID WORKING ARRANGEMENTS

(From April 23 to April 24)

28.6%

FORMAL FLEXIBLE WORKING ARRANGEMENTS

are in place with women

(22% of our total colleagues have these arrangements)

OPPORTUNITIES FOR ALL

We provide progression opportunities to all.

We provide a roadmap to our legally qualified people on what is required to succeed in their roles –and to progress if they wish. This has bred opportunity, encouraged progression and created further confidence in our qualified staff to demonstrate delivery to objectives and Provides further encouragement to progress through to the very top of our business.



HM has promoted and supported flexible working across all aspects of our business for many years, with many of our people successfully enjoying atypical working patterns



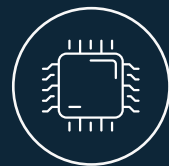
We have a Balanced Scorecard programme to bring structure, transparency and consistency in terms of expectations of all colleagues



We have enhanced our maternity, paternity and adoption policies.



We regularly review our remunerations and reward practices



We provide technology and access to technology that creates an optimum working environment for all staff, to support flexible working



We regularly review our recruitment practices to ensure we are reaching a wide talent pool



We provide progression opportunities to all, with a roadmap for our legally qualified people with requirements to succeed in their roles – and to progress if they wish. This creates opportunity, encouraged progression and further confidence to demonstrate delivery to objectives and backing to progress to the top of our business.



We are involved in a number of initiatives whose aim is to provide access to the legal profession to those from different backgrounds who have not had the same opportunities others have