

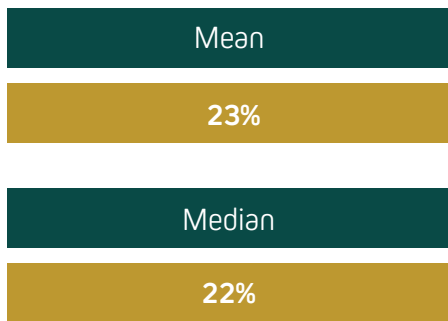


# Fletchers Solicitors 2023 Gender Pay Gap Report

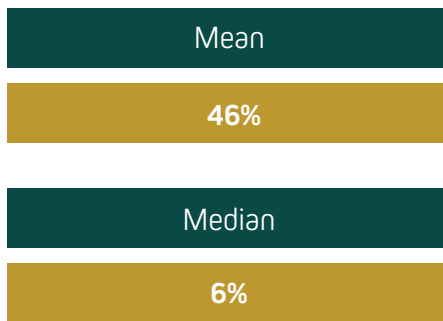
We believe that our continued success depends on putting our people at the heart of everything we do. We cannot achieve that goal without valuing diversity and ensuring equal treatment of all our team members.

Overall, the proportion of our workforce that is female continues to increase, however there are still proportionately fewer women in our most senior roles. We have made progress in addressing this over the past 12 months by adding to our senior team which is not reflected in the data below. We remain committed to increasing diversity and reducing our gender pay gap.

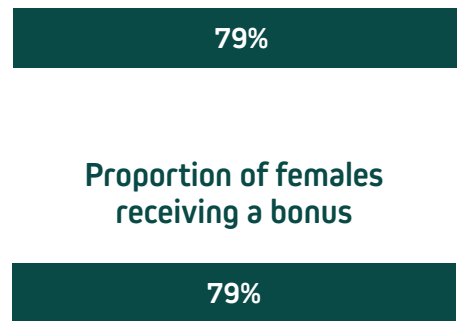
### Difference in pay between male and females



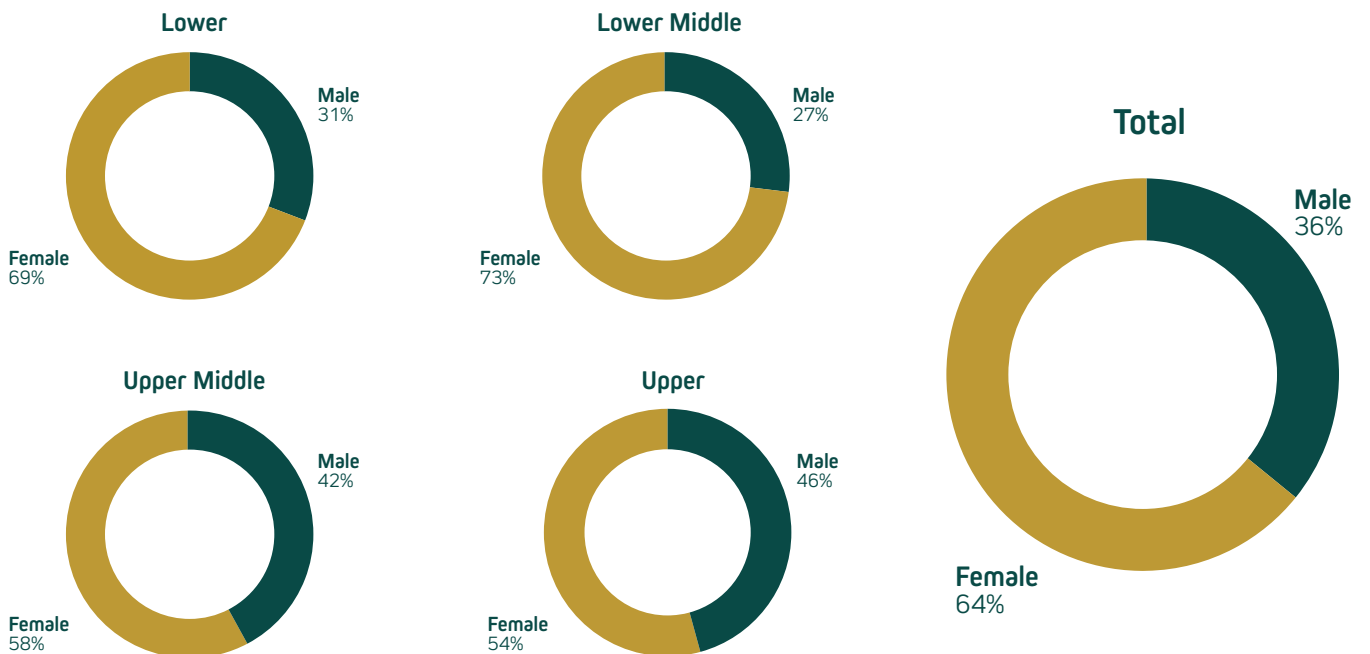
### Difference in bonus pay between male and females



### Proportion of males 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