



Gender Pay Gap Report

2024

Our employee gender pay gap report

Our aim is to be recognised as the leading independent law firm in Scotland, part of the Lex Mundi network of leading independent law firms across the world.

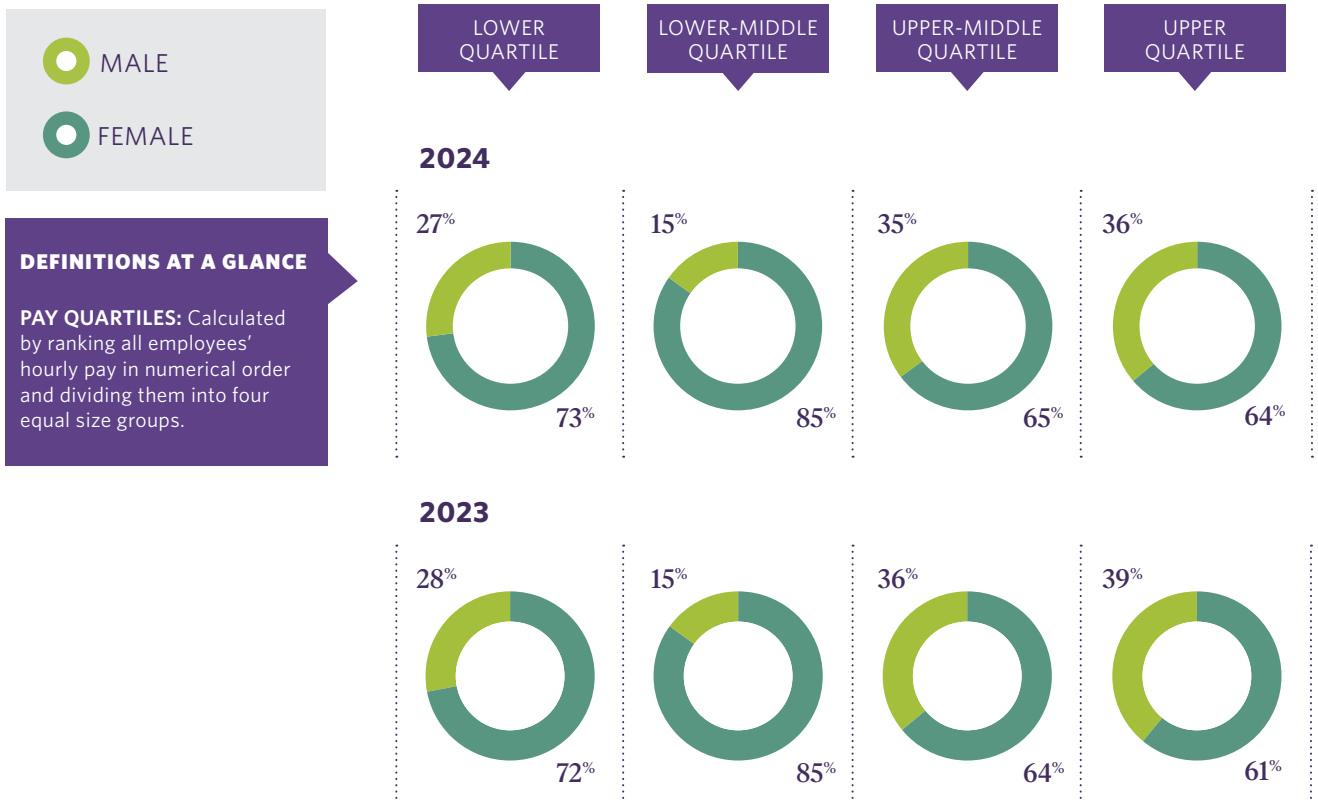
We want to be a firm where women aspire to work, which supports, develops and promotes women and that women want to stay with. Identifying the reasons for our gender pay gap and working to eliminate it is key.

Our gender pay gap shows the difference between the average pay of all men and women employed by the firm, regardless of their role or seniority.

It is not a comparison of how much we pay men and women who carry out the same roles, a similar role or work of equal value.

PAY DATA

Proportion of men and women when placed in four equally sized pay quartiles:



DEFINITIONS AT A GLANCE

MEAN: The difference between the mean (average) hourly rate of pay (or bonus) for all men and all women.

MEDIAN: The difference between the 'middle' rate of pay (or bonus) for all men and the 'middle' rate of pay (or bonus) for all women, when hourly pay is ranked in numerical order.

Difference between male and female hourly pay as of the snapshot date:

5 APRIL 2024

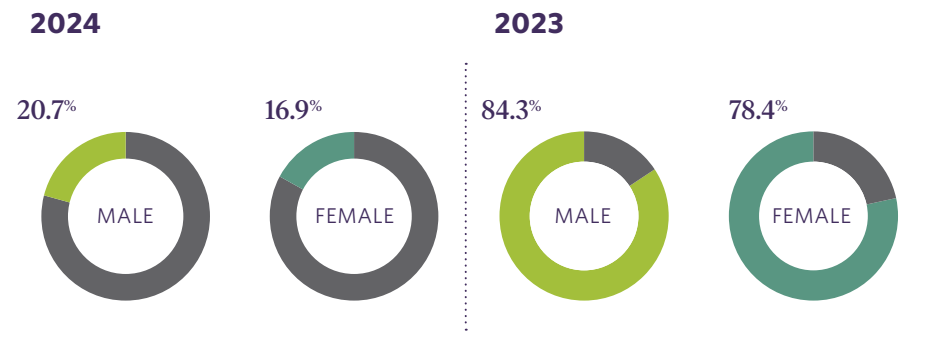
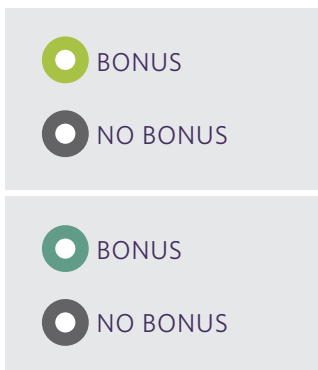
MEAN	MEDIAN
16.7%	29.3%

5 APRIL 2023

MEAN	MEDIAN
18.7%	28%

BONUS DATA

Proportion of men and women receiving a bonus:



Difference between male and female bonus paid in the 12 months prior to:

5 APRIL 2024

MEAN	MEDIAN
16.9%	8.7%

5 APRIL 2023

MEAN	MEDIAN
17.4%	0%

Our partner gender pay gap report

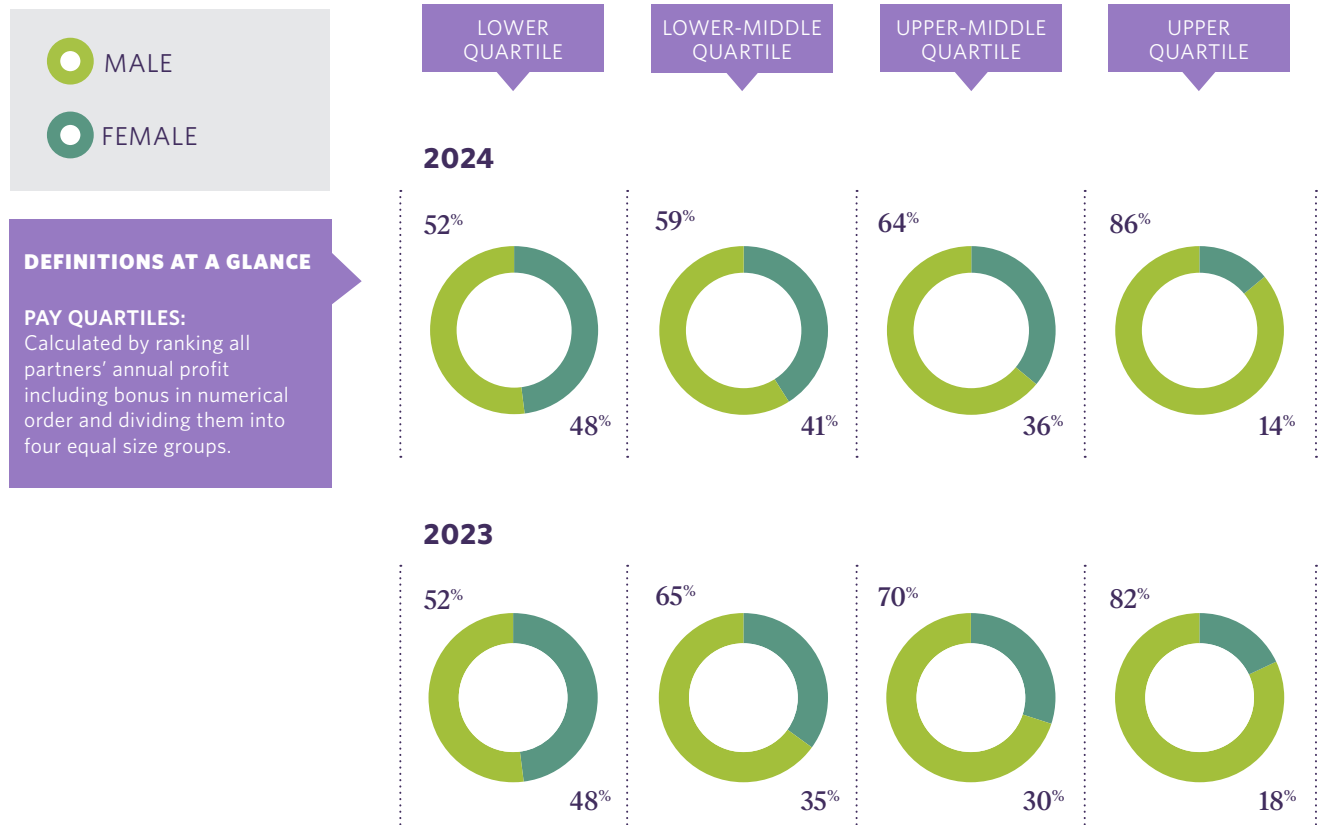
The following information relates to our partner gender pay gap. Partners are specifically excluded from the legislation but we feel it is important, and consistent with our openness and transparency, to share this information.

We would prefer there to be specific guidance on how to calculate the gender pay gap for partners. In the absence of such guidance we have chosen what we feel is the most sensible approach.

Our partners are not employees of the business, they are paid a share of the firm's profits. We think the most informative and useful way to calculate our partner gender pay gap report is to use the annual profit for partners, including any bonus, rather than looking at a snapshot of one month which would not be representative.

PAY DATA

Proportion of men and women when placed in four equally sized pay quartiles:



DEFINITIONS AT A GLANCE

MEAN: The difference between the mean (average) annual profit including bonus for all men and all women partners.

MEDIAN: The difference between the 'middle' annual profit including bonus for all men and the 'middle' annual profit including bonus for all women partners when ranked in numerical order.

Difference between male and female annual profit including bonus:

2024


MEAN	MEDIAN
30.5%	45.4%


2023


MEAN	MEDIAN
28.8%	39.6%


BONUS DATA

Proportion of men and women receiving a bonus:

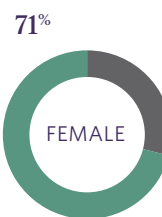
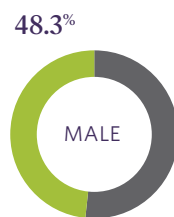
 BONUS

 NO BONUS

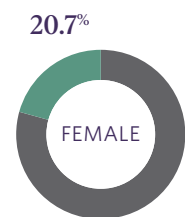
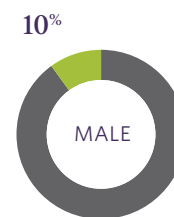
 BONUS

 NO BONUS

2024



2023



DEFINITIONS AT A GLANCE

MEAN: The difference between the mean (average) bonus for all men and women.

MEDIAN: The difference between the 'middle' bonus for all men and the 'middle' bonus for all women partners when ranked in numerical order.

Difference between male and female bonus:

2024

MEAN	MEDIAN
4.6%	12.4%

2023

MEAN	MEDIAN
18.4%	12.2%

RESPECT, INCLUSION AND DIVERSITY AT BURNESS PAULL

Diversity and inclusion are integral to our business. We are dedicated to creating a culture where everyone feels supported to reach their full potential and we have continued to embed measures which address barriers and promote inclusive behaviours within our business.

We are committed to increasing the gender diversity of our partnership and the number of women in senior roles, as well as ensuring our wider workforce is representative of our sector and wider society. In the past 12 months female representation in our partnership has increased to 35%, this represents an 8% increase over 5 years. As our business has grown, we have increased the number of women in senior roles and over 40% of our Divisional Heads and 70% of our Business Services Function Heads are women. We have also increased the diversity of our management boards year on year from 36% to 45% female representation. We know we are headed in the right direction, but there is still more to be done.

That's why we have systems in place to mitigate bias in our people processes, including during our recruitment and promotions processes and pay reviews. We monitor our talent pipeline through a diversity lens, to ensure we are supporting all our colleagues at each stage of their career. Our Boards have undertaken leadership training designed to examine the personal and institutional hurdles that can often prevent progress to the top and we have expanded our firmwide mentoring scheme, BeMentored, to encourage the exchange of diverse perspectives.

We recognise the challenges that working in the legal sector can bring, in relation to wellbeing and work-life balance and we are focused on embedding healthy working practices using the principles of the Mindful Business Charter. We have also introduced access to dedicated employee wellbeing and mental health counsellors twice monthly and have piloted the use of reasonable adjustments passports for colleagues with disabilities and health conditions.

We are proud that respect and inclusion has been the highest-ranking factor in our employee engagement survey for three consecutive years. We are passionate about creating a working environment that values open and honest conversation, and our employee networks work hard to showcase diverse voices from across the firm and wider sector.

Our progress has also been recognised externally – we have been upgraded from silver to gold level TIDE award winners by ENI and have retained our gold level Ecovadis status which measures performance across a range of ESG indicators.

We believe we have made meaningful strides in tackling the disparities within our firm, but further work lies ahead to drive lasting change at every level and throughout the broader legal sector. We are committed to listening to those who encounter barriers, learning from their experiences, and fostering an environment where everyone can thrive.

A handwritten signature in black ink, appearing to read 'Mark Ellis'.

Mark Ellis
MANAGING PARTNER

I CONFIRM THE DATA REPORTED IS ACCURATE.

