



Gender Pay Gap Report

2025

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.

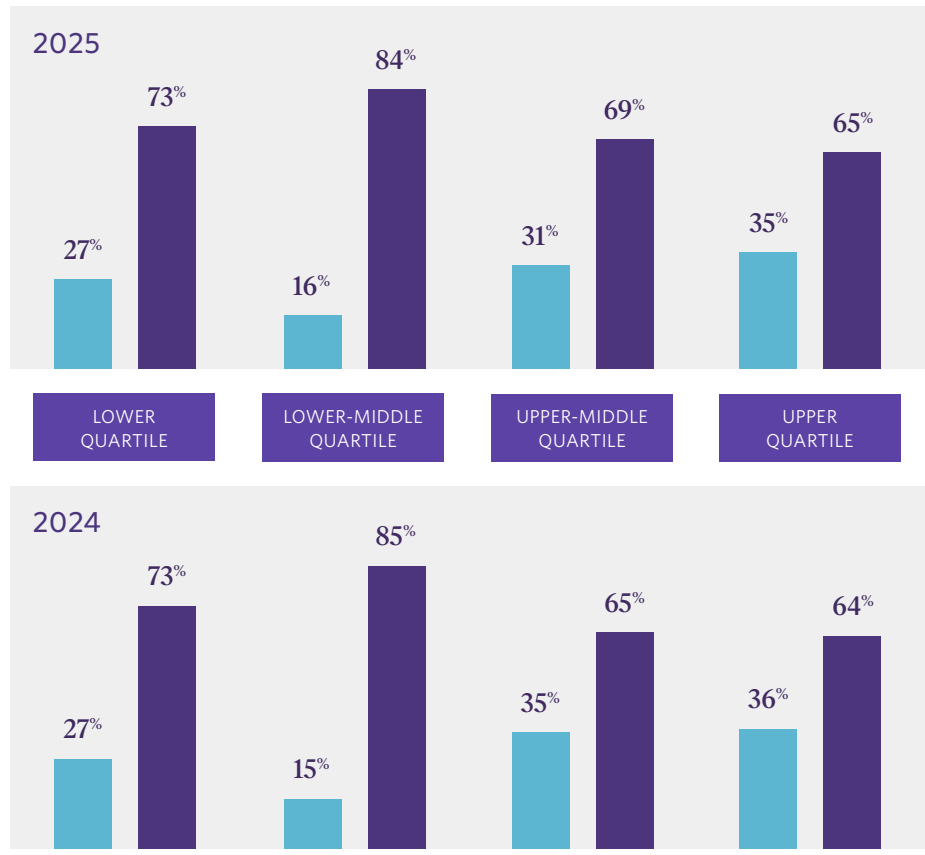
PAY DATA

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

● MALE
● FEMALE

DEFINITIONS AT A GLANCE

PAY QUANTILES: Calculated by ranking all employees' hourly pay in numerical order and dividing them into four equal size groups.



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 2025

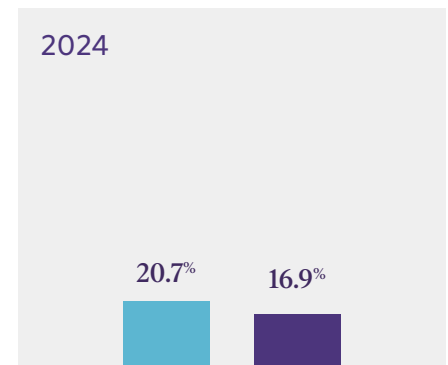
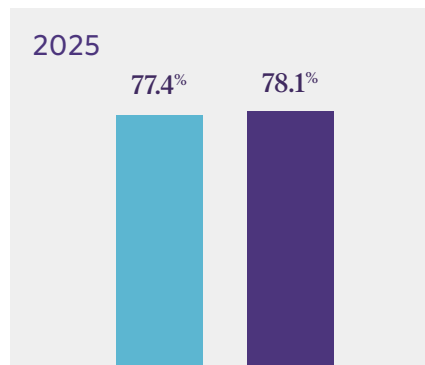
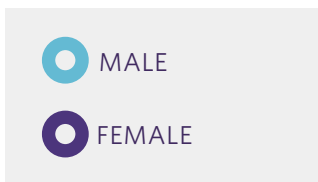
MEAN	MEDIAN
15.1%	25.4%

5 APRIL 2024

MEAN	MEDIAN
16.7%	29.3%

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 2025

MEAN	MEDIAN
24.5%	29.5%

5 APRIL 2024

MEAN	MEDIAN
16.9%	8.7%

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

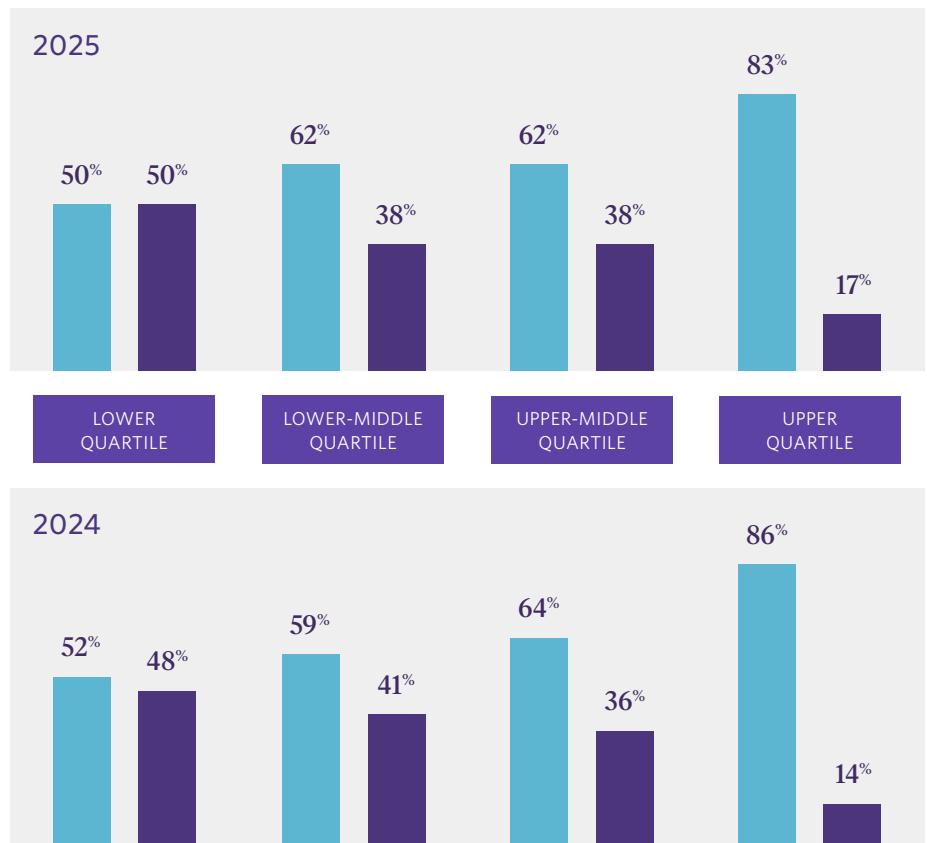
Proportion of men and women when placed in four equally sized pay quartiles:

- MALE
- FEMALE

DEFINITIONS AT A GLANCE

PAY QUARTILES:

Calculated by ranking all partners' annual profit including bonus in numerical order and dividing them into four equal size groups.



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:

2025



MEAN	MEDIAN
27.1%	39.7%

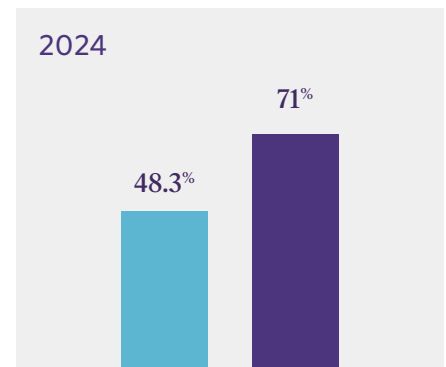
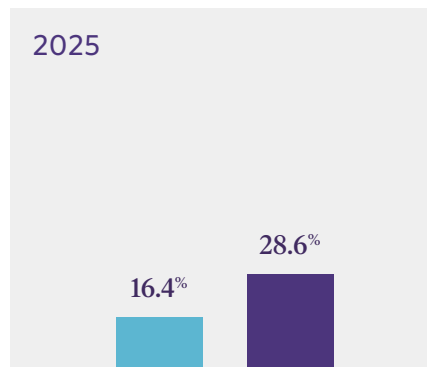
2024

MEAN	MEDIAN
30.5%	45.4%

BONUS DATA

Proportion of men and women receiving a bonus:

 MALE
 FEMALE



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:

2025

MEAN	MEDIAN
42.2%	50.7%

2024

MEAN	MEDIAN
4.6%	12.4%

Respect, inclusion and diversity at Burness Paull

We remain firmly committed to improving our gender pay gap and to creating the conditions in which women can progress fairly and sustainably throughout their careers. We know there is still more to do, and our focus continues to be on the actions that will drive long term, structural change.

A key part of that work has been deepening our understanding of the experiences of women within the firm. Over the past year, we carried out an anonymous qualitative survey of our female partners to capture insight into the cultural, behavioural, and procedural factors that can impact progression. The insights gathered provided a valuable understanding of the factors that shape women's progression, helping us refine our approach and develop targeted actions around governance, career development, and accountability.

To strengthen access to opportunity, this year we also became the first law firm to sign up to the Pathways Pledge. The pledge reflects our commitment to improving equal access to work, business development, and career enhancing opportunities for women. It directly addresses barriers highlighted through our listening work and reinforces our focus on ensuring that contribution, visibility, and progression are supported consistently across the firm.

Our broader people strategy continues to support this direction of travel. Through regular engagement channels - including investment in our new Peakon employee voice tool, open discussion forums, town halls, and our employee networks - we are strengthening psychological safety, transparency and early identification of barriers that affect women's experiences at work. These networks, covering lived experience, race and ethnicity, LGBTQ+ inclusion and mental health, play an important role in surfacing issues and shaping the environment in which all colleagues can progress.

We are also committed to widening access to the profession through our work with the 93% Club, The Robertson Trust, and universities across Scotland. By improving social mobility and broadening who enters the legal sector, we are building a more diverse pool of future female talent and improving the visibility and support available at the earliest stages of a legal career. This sits alongside inclusive recruitment practices and systems designed to mitigate bias in how we hire, promote and reward.

Supporting progression also means ensuring the environment enables women to thrive. Our continued focus on wellbeing, mental health support, sustainable working practices, and flexible working arrangements helps ensure that high performance and healthy working lives can coexist. Together, these measures contribute to a more equitable experience and reduce the risk of women being disproportionately impacted at work.

We know that closing the gender pay gap requires consistent attention, strong governance and continued listening. The steps we have taken this year - shaped by real insight and informed by the experience of our female colleagues - provide a strong foundation for further progress. We remain committed to identifying and removing barriers, strengthening opportunities, and ensuring that women at every stage of their career have the support, visibility and pathways needed to reach their full potential.

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

Mark Ellis
MANAGING PARTNER

