

Butterworths Limited
2023 UK GENDER PAY GAP REPORT

INTRODUCTION

8QGHU 8. OHJLVODWLRQ WKH (TXDOLW\ \$FW *HQQGHU 3D\ *DS ,QIRUPDWL
RU PRUH HPSOR\HHV LQ *UHDW %ULWDLQ DUH UHTXLUHG WR SXEOLVK VSH
%XWWHUZIRLWKG LV WKH 8. HPSOR\HHV LQ *UHDW %ULWDLQ DUH UHTXLUHG WR SXEOLVK VSH
SURYLOHJLWLRQ UHJXODWRU\ DQG EXVLQHVV LQIRUPDWLRQ DQG DQDO\WLFV
LQL LG\V %XWWHUZIRLWKG HPSOR\V SURSODFH L@
DFFRUGDQFH ZLWK WKH 8. OHJLVODWLRQ

THE UK GENDER PAY GAP REPORTING REQUIREMENT

7KH 8. JHQQGHU SD\ JDS LV GLIIHUHQW IURP HTXDO SD\ 7KH 8. JHQQGHU SD\ J
EHWZHHQ WKH DYHUDJH SD\ UHFHLYHG E\ PHQ DQG WKH DYHUDJH SD\ UHFHL
UHIOHFWV WKH GLIIHUHQWHDVW UHJXODWRU\ PHQ DQG ZRPHV RI VHQLRULW\ DQG GRLQJ
JHQQGHU SD\ JDS GRHV QRW PHDVXUH RULNLH FRPSDUH% SARLQW ODNHV HTXDO SD\
UHTXLUHPHQW LQ WKH 8. WR SD\ PHQ DQG ZRPHV XWWHUZIRLWKG HTXDO RU V
FRPPLWWHG WR HTXDO SD\ DQG KDV SROLFLHV LQ SODFH WR SD\ HPSOR\HHV
JHQQGHU \$ 8. JHQQGHU SD\ JDS FDQ H[LVW GHVSLWH PHQ DQG ZRPHV EHLQJ S
7KH UHDVROHSDVW% XWWHUZIRLWKG WKDW WKHUH DUH PRUH PHQ WKDQ ZRPH
ZKLFK DUH KLJKHU SDLG UROHV DQG PRUH ZRPHV WKDQ SDVW% ODNHV
VWLVWV\ IDFWRUV FRQWULEXW WKH UHJXODWRU\ PRUH PHQ DQG ZRPHV LQ V
IXQFWLRQV UZIRLWKG
7KH ERQXV SD\ JDS VWDLW WKDW RSHRW XQLWLHV OVRWUHG SIDYHI SUHI RUPSD
DQQXDO DQW% UHJXODWRU\ FRQVWDEHV FRQVWDEHV ZLWK VHQLRULW\ DQG WKH PR
SRSXODWLRQ WKH KLJKHU WKH SURSRUWLRQ RI PHQ WR ZRPHV

THE ACTIONS WE ARE TAKING GLOBALLY

/H[LV1H[LV /HJDO DQGV3URRVLWVRQV R J D GLYHUVH DQGRLOH% QLYRIZR UNSC
DERXVSRQDQ LQLWLDWLYHV LQFOXGLQJ RXU HIIRQLWV WR LQFWURVH VHSO
FOUHNH