

Gender Pay Gap Report 2024

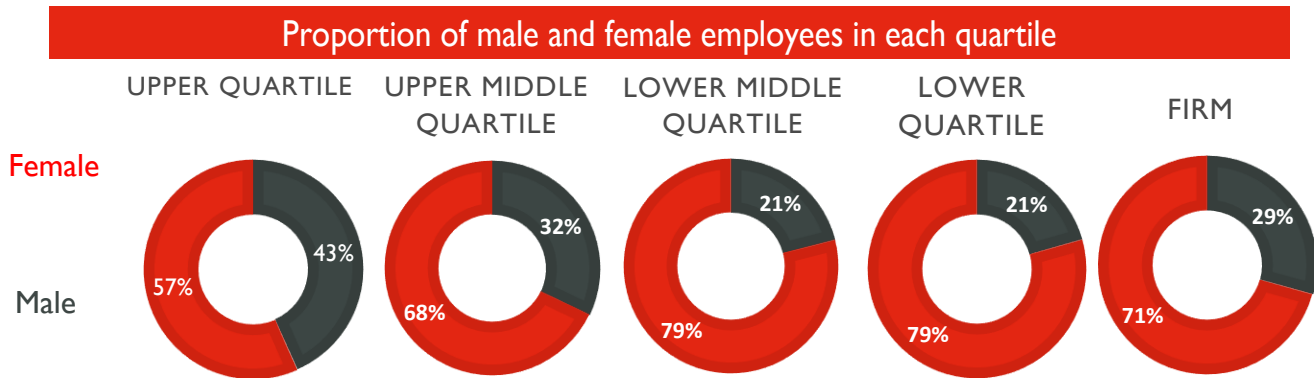
At Thompsons, we pride ourselves on maintaining an open and transparent pay and grading structure, ensuring that all employees receive fair compensation for their work, regardless of gender. At the highest levels of our firm, both men and women are equally compensated and have equal influence. However, we acknowledge that achieving true gender equality is an ongoing journey, and there is always more progress to be made.

It is important to recognise that, like many similar organisations, a significant portion of our administrative and litigation support staff are women. This higher female representation, particularly in the lower and lower-middle quartiles, has an impact on our gender pay gap. Nevertheless, it is crucial to understand that this discrepancy does not indicate unequal pay practices within our company.

We confirm the data reported is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap) Regulations 2017

Firm wide mean GPG	Firm wide median GPG
19%	34%

The GPG difference is the difference between gross hourly earnings for all men and women in the firm this data is from April 2022 to March 2023.



Firm wide gender mean bonus gap	Firm wide gender median bonus gap
24%	33%

Signed: *Clare Mellor*

Clare Mellor, Chief Executive officer