

For the first time, all UK employers with more than 250 employees are required to publish their gender pay gap. At Irwin Mitchell, we have a long standing commitment to fairness, equality and inclusion and our aim is for everyone to be able to build a successful career with us. Our employees via regular engagement surveys agree that Irwin Mitchell is an inclusive and diverse place to work.

We are proud that our pay gap is better than the UK national average¹ and better than the legal sector average². However, we will continue to work on understanding the factors that influence our relatively small pay gap and ensure that we take action to improve this over time. Our policies on recruitment, promotion, pay and bonus have been effective in managing our pay gap but we will continue to focus on further improvements.

We have already put in place the following actions;

- Continuing our longstanding commitment to diversity and inclusion and extending our internal networks to provide greater levels of support across our workforce. Two new groups have recently been

launched – IM Modern Families and IM New Parents to support working parents to continue their careers with Irwin Mitchell

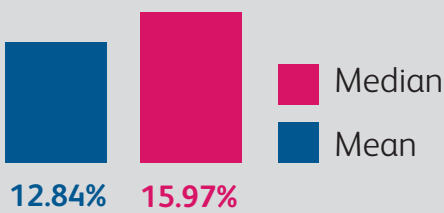
- Showcasing our commitment to flexible working for all our employees and continuing the roll out of agile working in all our offices. We are helping our employees and managers to be more creative about working time and real life case studies on our intranet promote flexible working all levels of the business
- Monitoring gender pay throughout our promotion process and pay and bonus review cycle, ensuring that our pay and bonus decisions are fair and consistent.
- Implementing leadership development programmes for existing and potential leaders - 42% of our partners are female and we are supporting the development of further leadership diversity

We are focused on monitoring and improving our gender pay gap and are confident that the initiatives we have in place will support this.

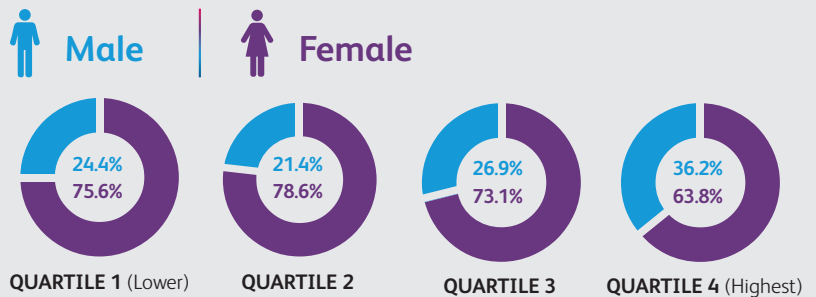
The information below shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 5 April 2017, and mean and median bonus gap based on bonuses paid in the year to 5 April 2017.

Irwin Mitchell figures at a glance

Pay Data

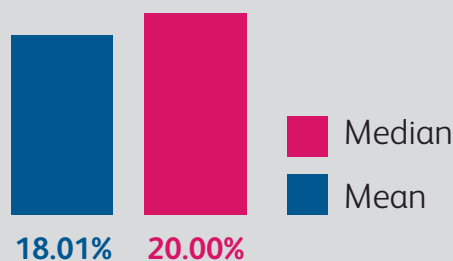


Difference between gross hourly earnings for all men and women (pay gap)

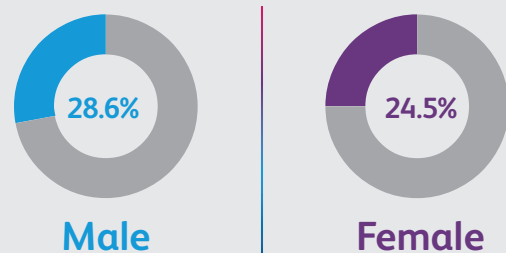


This shows the gender distribution at Irwin Mitchell when colleagues are placed in four equally sized quartiles based on pay.

Bonus Data



Difference between bonuses paid to men and women



Proportion of men and women receiving a bonus

Declaration

We confirm that Irwin Mitchell's gender pay gap calculations are accurate and have been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Andrew Tucker
Group Chief Executive

1 -UK national average 18.4% at October 2017 2 -Legal sector average 25.7% at October 2017