

Butterworths Limited
2023 UK GENDER PAY GAP REPORT

INTRODUCTION

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

DDFRUGDQFH ZLWK WKH 8. OHJLVODWLRQ

THE UK GENDER PAY GAP REPORTING REQUIREMENT

7KH 8. JHQGHU SD\ JDS LV GLIIHUHQW IURP HTXDO SD\ 7KH 8. JHQGHU SD\ J
EHWZHHQ WKH DYHUDJH SD\ UHFHLYHG E\ PHQ DQG WKH DYHUDJH SD\ UHFHL
UHIOHFWV WKH GLIIHUHQWHDV EHYUDR\PHQDQGHZRRV VHQRLULW\ DQG GRUQJ
JHQGHU SD\ JDS GRHV QRW PHDVXUH LNLHFRPSDUH%DFRQWUDVHW HTXDO SD\
UHTXLUHPHQW LQ WKH 8. WR SD\ PHQ DQG ZRPH%XWWHUZIRLWKG HTXDO RU V
FRPLWVHG WR HTXDO SD\ DQG KDV SROLFLHV LQ SODFH WR SD\ HPSOR\HHV
JHQGHU \$ 8. JHQGHU SD\ JDS FDQ H[LVW GHVSLWH PHQ DQG ZRPHQ EHLQJ S
7KH UHDVROVRSDWLRQ% XWWHUZIRLWKGWKDW WKHUH DUH PRUH PHQ WKDQ ZRPH
ZKLFK DUH KLJKHU SDLG UROHV DQG PRUH ZRPHQWKDQSDWLRQ%WELQWKHU SDL
VWLVWVWV\ IDFWRUV FRQWULEXWVWKHWRUHPRUHPRUSWKDQ ZRPHQ LQ V
IXQFWLRQVWUZRILWKG
7KH ERQXV SD\ JDS VWDLWVWKDWWRSHRUVWKLHWLHVWRWVHGFSIDYHISUHI[DPSD
DQQXDO DQWVWKULQFRQVLDVHVFRQVMDRQ ZLWK VHQRLULW\ DQG WKH PR
SRSXODWLRQ WKH KLJKHU WKH SURSRUWLRQ RI PHQ WR ZRPHQ

THE ACTIONS WE ARE TAKING GLOBALLY

/H[LV1H[LV /HJDO DQGV3URRVLWVHQVQJ D GLYHUVH DQGRLODQWQLYRIZR UNSC
DERXVSRQDQ LQLWLDWLYHV LQFOXGLQJ RXU HIIRQLWVWRQLQFWURVHHSO
FOURNH