

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 UHTXLUHGH WR SXEOLVK VSH
%XWWHUZIRLWKG LV WKH 8. HPSOR\HHV LQ *UHDW %ULWDLQ DUH UHTXLUHGH WR SXEOLVK VSH
SURYLGHUHQ UHJXODWRU\ DQG EXVLQHVV LQIRUPDWLRQ DQG DQDO\WLFV
LQL LG\ \ %XWWHUZIRLWKG HPSOR\HHV LQ *UHDW %ULWDLQ DUH UHTXLUHGH WR SXEOLVK VSH
DFFRUGDQFH 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\ UHFH
UHIOHFWV WKH GLIIHUHQWHDUHQWV IURP HTXDO SD\ 7KH 8. JHQGHU SD\ J
JHQGHU SD\ JDS GRHV QRW PHDVXUH LQWHUURPDWLRQ SD\ DQDO\WLFV HTXDO SD\
UHTXLUHPHQW LQ WKH 8. WR SD\ PHQ DQG ZRPHQ XWWHUZIRLWKG HTXDO RU V
FRPPLWWHG WR HTXDO SD\ DQG KDV SROLFLHV LQ SODFH WR SD\ HPSOR\HHV
JHQGHU \$ 8. JHQGHU SD\ JDS FDQ H[L VW GHVSLWH PHQ DQG ZRPHQ EHLQJ S
7KH UHDVROXWLRQV XWWHUZIRLWKG WKDW WKHUH DUH PRUH PHQ WKDQ ZRPH
ZKLFK DUH KLJKHU SDLG UROHV DQG PRUH ZRPHQ WKDQ SDLG UROHV WKHUH
VWLVWHV LQ IDFWRUV FRQWULEXWLRQV HWYHUW PRUH HPSOR\HHV DQ ZRPHQ LQ V
IXQFWLRQV XWWHUZIRLWKG
7KH ERQXV SD\ JDS VWLVWHV WKDW WR SRSRUDWLRQV XWWHUZIRLWKG SD\ DQDO\WLFV
DQQXDO DQDO\WLFV LQ IDFWRUV FRQWULEXWLRQV HWYHUW PRUH HPSOR\HHV DQ ZRPHQ
SRSXODWLRQ WKH KLJKHU WKH SRSRUDWLRQ RI PHQ WR ZRPHQ

THE ACTIONS WE ARE TAKING GLOBALLY

/H[LV1H[LV /HJDO DQGV3URRPLVWURQDWRJ D GLYHUVH DQGRLOHQRWLYRIZR UNSC
DERXVSRQDQ LQLWLDWLYHV LQFOXGLQJ RXU HIIRQLWLRQWR LQRFWURVHHVHSH
FOURNUH