

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 GLIIHUHQWHDXWV EHYUDR\PHQDQGHZRRV VHQRLULW\ DQG GRLQJ
JHQQGHU SD\ JDS GRHV QRW PHDVXUH LNLHFRPSDUH%DFRQWODVHV HTXDO SD\
UHTXLUHPHQW LQ WKH 8. WR SD\ PHQ DQG ZRPH%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 ZRPHQ EHLQJ S
7KH UHDVROVSD\WKH% XWWHUZIRLWKGWKDW WKHUH DUH PRUH PHQ WKDQ ZRPH
ZKLFK DUH KLJKHU SDLG UROHV DQG PRUH ZRPHQWKDQSD\WKH%WKHUH SDL
VWLVWVWV\ IDFWRUV FRQWULEXWVWKH%WKHUH PRUHPHQVSD\WKDQ ZRPHQ LQ V
IXQFWLRQVWVWV\ UZIRLWKG
7KH ERQXV SD\ JDS VWLVWVWV\WKH%WKHUH PRUHPHQVSD\WKH%WKHUH PRUHPHQVSD\WKH%
DQQXDO DQVWKH%WKHUH PRUHPHQVSD\WKH%WKHUH PRUHPHQVSD\WKH%WKHUH PRUHPHQVSD\WKH%
SRSXODWLRQ WKH KLJKHU WKH SURSRUWLRQ RI PHQ WR ZRPHQ

THE ACTIONS WE ARE TAKING GLOBALLY

/H[LV1H[LV /HJDO DQGV3URRPLVWVWV\WKH%WKHUH PRUHPHQVSD\WKH%WKHUH PRUHPHQVSD\WKH%
DERXVSD\WKH%WKHUH PRUHPHQVSD\WKH%WKHUH PRUHPHQVSD\WKH%WKHUH PRUHPHQVSD\WKH%
FOURNUH