

PLEXUS

GENDER PAY GAP REPORT 2018/19

UK legislation now requires any organisation with over 250 employees to publish certain statistics about hourly pay rates, and any gap between what is received by male and female colleagues.

The gender pay gap is the difference between the average earnings of men and women across the firm. It is different from equal pay, which is about men and women receiving equal pay for equal work.

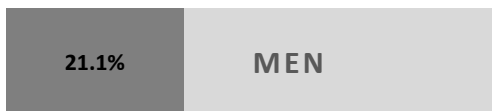
Plexus Law Gender Pay Gap

	PAY GAP	BONUS GAP
Mean	14.9%	31.9%
Median	16.4%	29.4%

Mean is the difference between the average hourly rate of pay or bonus across all staff.

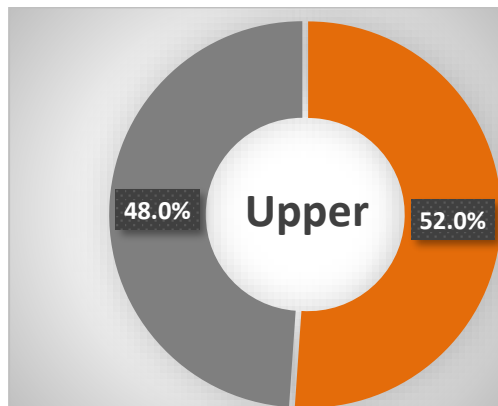
Median is the difference between the middle rate of pay or bonus for all men and women when hourly rate is ranked in numerical order

Proportion of men and women who received Bonus

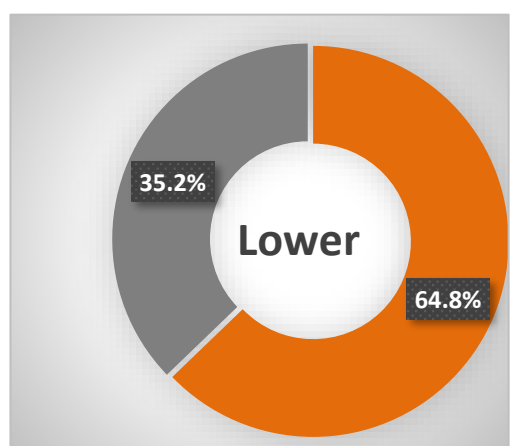
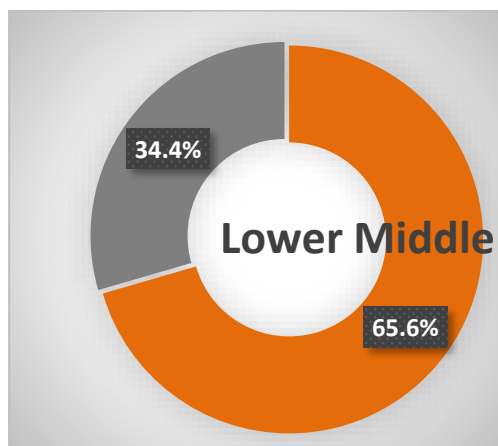
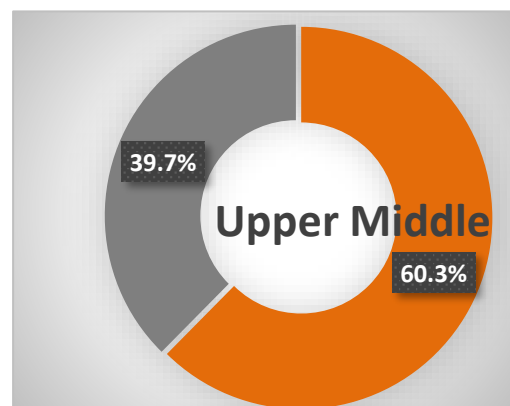


Quartiles – calculated by ranking all employees' hourly pay rate in numerical order and splitting them into equal groups of 4

Women



Men



DECLARATION

I confirm that Plexus Law Limited's gender pay gap calculations are accurate and have been carried out in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Andrew McDougall', written in a cursive style.

Andrew McDougall
Senior Partner
April 2019