

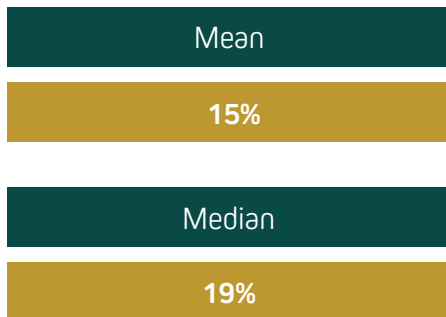


Fletchers Solicitors 2024 Gender Pay Gap Report

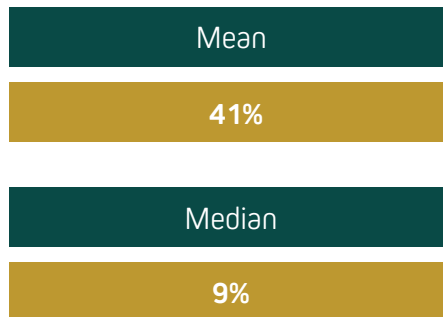
We believe that our continued success depends on putting our people at the heart of everything we do. We cannot achieve that goal without valuing diversity and ensuring equal treatment of all our colleagues.

Overall, the proportion of our workforce that is female continues to increase, however, despite a year-on-year increase, there are still proportionately fewer women in our most senior roles. We have continued to build on our progress in this area over the past 12 months, adding further to our senior team and providing tailored support to women in leadership roles. This will be reflected in future reports. We remain committed to increasing diversity and further reducing our gender pay gap.

Difference in pay between male and females



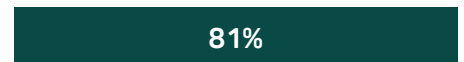
Difference in bonus pay between male and females



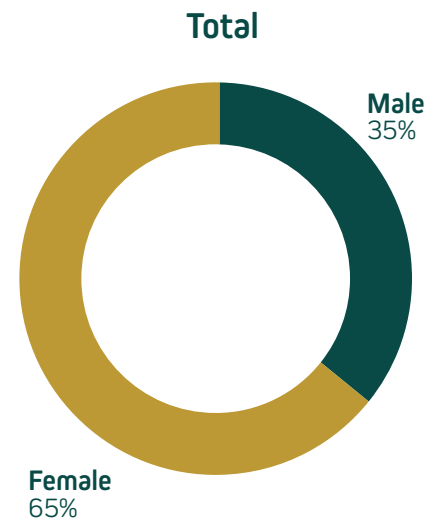
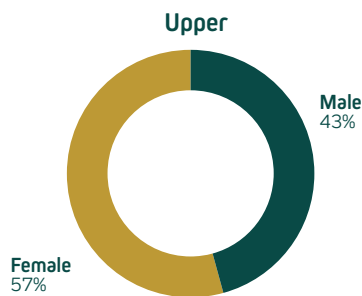
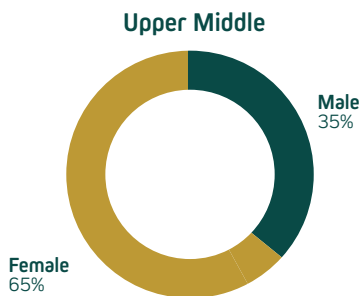
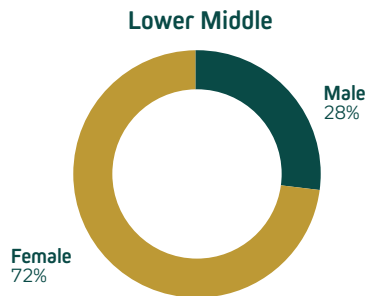
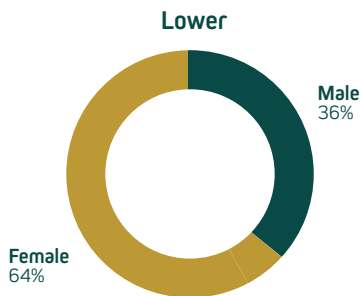
Proportion of males receiving a bonus



Proportion of females receiving a bonus



Proportion of males and females in each quartile band



Declaration

As required by the regulations, we confirm the data in this report is accurate.

Tom Scott,
Director of People

Pete Haden,
CEO