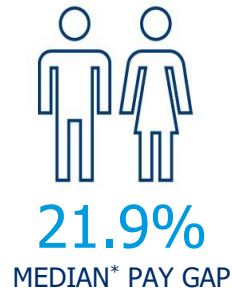




GENDER PAY GAP REPORT 2018

In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are pleased to publish the second annual pay gap report for Workman LLP based on the snapshot date of the 5th April 2018.

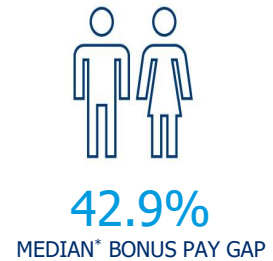
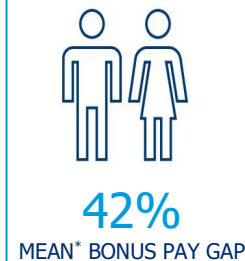
Gender pay snapshot at 5 April 2018



Percentages of male and female employees receiving a bonus



Bonus pay gap



Pay quartiles by gender

Workman LLP Quartile Analysis

Quartile	Male	Female
Lower £7.22 - £13.29	19.9%	80.1%
Lower Middle £13.33 - £15.83	35.9%	64.1%
Upper Middle - £15.83 - £21.11	47.9%	52.1%
Upper - £21.11 - £47.50	57.2%	42.8%

We are confident that our gender pay gap does not occur from paying female and male employees differently for the same job roles. We actively encourage and promote training and flexible working for all of our employees.

DAVID WORKMAN
Director

1 March 2019

*Mean figure – the difference between the average of men’s and women’s pay

*Median figure – the difference between the midpoints in the ranges of men’s and women’s pay