

Our Gender Pay Gap Report 2025

Hugh James’ ambition for our workforce is to reflect the clients and communities we serve. A diverse, inclusive workplace which allows our employees to be themselves and give us their best.

We do not pay people differently based on their ethnicity or gender.

We have a higher percentage of women in the upper pay quartile, which has been the case for the last 6 years of which we are proud. We also have a significantly lower Gender Pay Gap percentage than the 2024 ONS figures for the legal industry, which demonstrates Hugh James’ continued dedication to gender equality.

We continue to strive to build a diverse workforce and as part of this we are continuously reviewing our recruitment process alongside our commitment to EDI.

We offer a flexible working culture based on empowerment and trust and we continue to look at ways of working that focus on delivering outcomes and exploring flexible approaches which meet the needs of the Firm and our employees.

We offer development and progression to all employees and ensure that our career paths are transparent. We are confident that we are paying men and women in equivalent roles equally across our Firm.

We confirm that the information contained in this written statement is accurate.

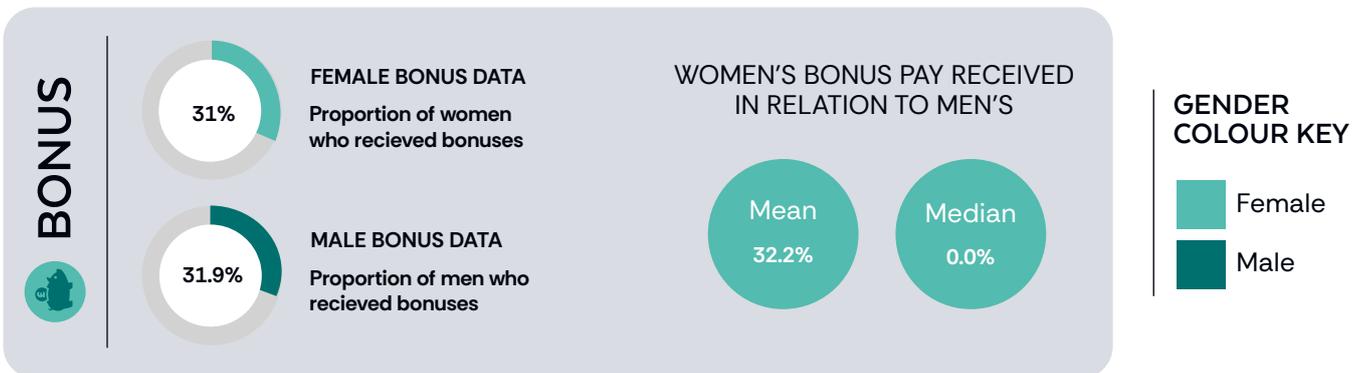


Alun Jones, Managing Partner



Diane Brooks, Human Resources Director

COMPARING OUR GENDER PAY GAP		
	Mean	Median
Hugh James	19.6%	22.3%
UK Legal Sector (*ONS FIGURES)	28.2%	29%



WORKFORCE GENDER SPLIT

28.1%

71.9%