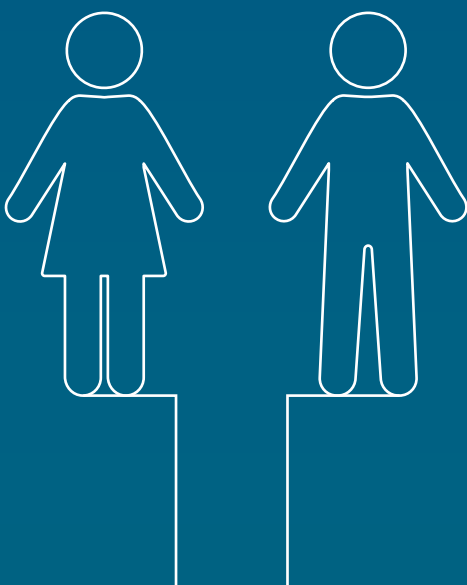


THE UNIVERSITY OF LAW GENDER PAY GAP REPORT 2022



OVERVIEW

Since April 2017, a ... a ... a 250, ...
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GENDER PAY GAP - THE HEADLINE DATA ON PAY AND BONUS DIFFERENTIALS

1 | Gender equality 2022

2022	2021 * (percentage)	
mean	1.1% (5.47% ▼)	
median	1.1% (9.63% ▼)	
mean	2.2% (7.43% ▼)	
median	20.00% (15.00% ▼)	
	3.3% (8.68%)	
	4.4% (8.72%)	

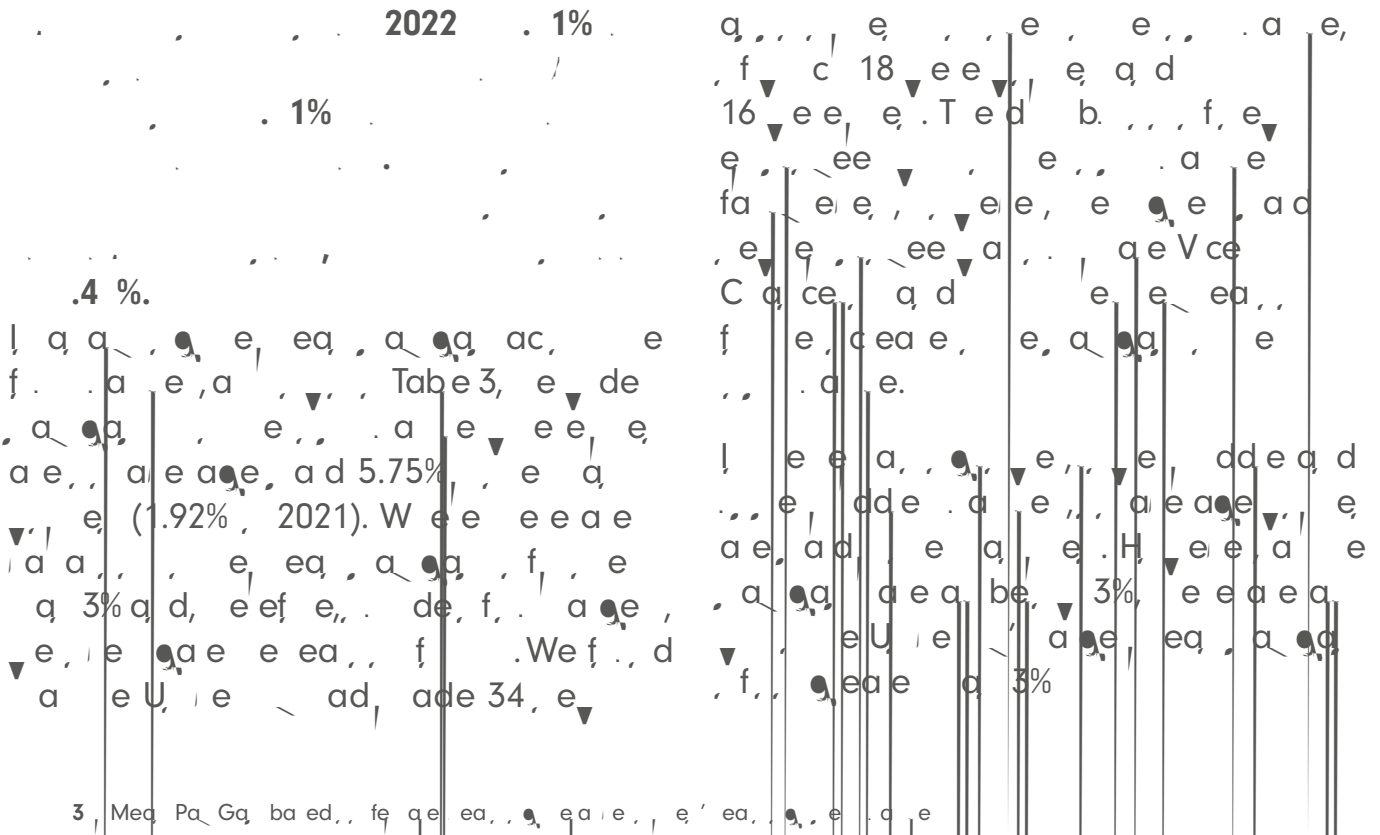
* Figures are based on 2021 gender equality data, based on the 2021 gender equality data.

Note: The percentage change in the gender pay gap is calculated as the percentage change in the gender pay gap from 2021 to 2022, based on the 2021 gender equality data.



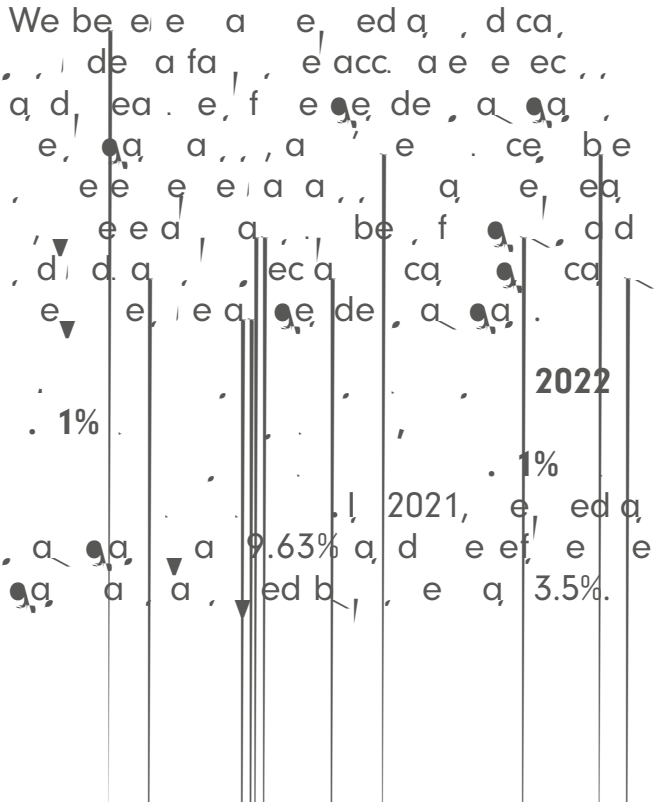
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OUR DATA: THE MEAN PAY GAP



	2022	2021	2020	201	201	201
Total	2.59%	6.12%	1.34%	3.85%	0.11%	4.00%
Executive	1.54%	2.26%	2.84%	3.55%	0.78%	1.36%
Senior Management	5.75%	1.92%	5.97%	5.81%	10.19%	11.60%
Other	1.00%	0.52%	1.81%	1.01%	2.40%	1.88%

OUR DATA: THE MEDIAN PAY GAP



We are pleased to announce that the median pay gap for 2022 is 1%, a significant improvement from 9.63% in 2021. This achievement is a result of our commitment to pay transparency and fairness. We are proud to have achieved this milestone and will continue to work towards closing the gap further.

Table 4: Summary of the data used in the chart. The chart shows the median pay gap for 2021 and 2022. The 2021 gap is 9.63% and the 2022 gap is 1%. The data is presented in a bar chart format.



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	2022	2021	2020	201	201	201
	4.1 %	. %	3.31%	3.08%	0.15%	2.91%
	2.3 %	4.00%	4.80%	5.42%	2.84%	3.94%
	0. %	0. %	2.31%	0.77%	3.33%	4.74%
	0.4 %	2. %	4.37%	4.78%	2.41%	2.28%

OUR GENDER PAY GAP – CONCLUSIONS AND HOW WE PLAN TO ADDRESS IT

The UK's gender pay gap has widened since 2017, with the average gender pay gap for FTSE 100 companies increasing from 14.7% in 2017 to 15.1% in 2021. This is a significant increase, particularly for companies with a gender pay gap of 10% or more, which has risen from 10.1% in 2017 to 11.1% in 2021. The increase in the gender pay gap is primarily due to the increase in the number of companies with a gender pay gap of 10% or more, which has risen from 10.1% in 2017 to 11.1% in 2021. The increase in the gender pay gap is primarily due to the increase in the number of companies with a gender pay gap of 10% or more, which has risen from 10.1% in 2017 to 11.1% in 2021.

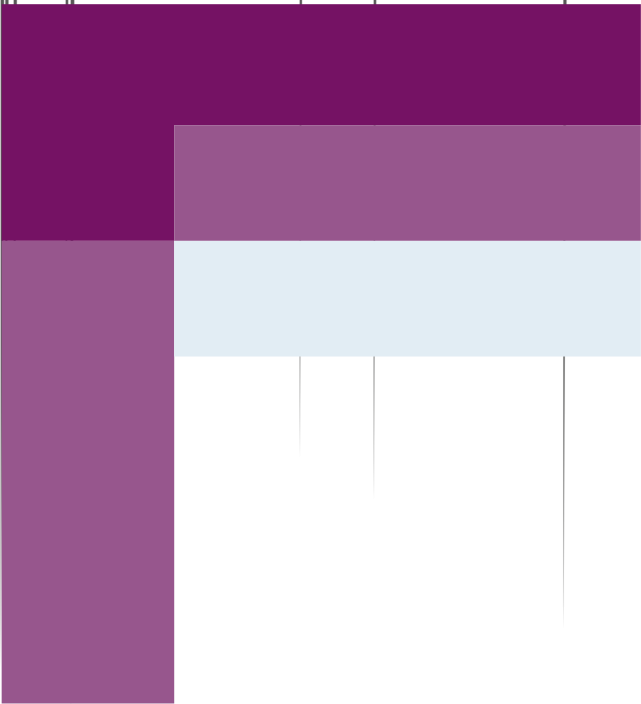
Our Gender Pay Gap Report for 2021, published in April 2022, shows that our gender pay gap has increased from 14.7% in 2020 to 15.1% in 2021. This is a significant increase, particularly for companies with a gender pay gap of 10% or more, which has risen from 10.1% in 2020 to 11.1% in 2021. The increase in the gender pay gap is primarily due to the increase in the number of companies with a gender pay gap of 10% or more, which has risen from 10.1% in 2020 to 11.1% in 2021.



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2022

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