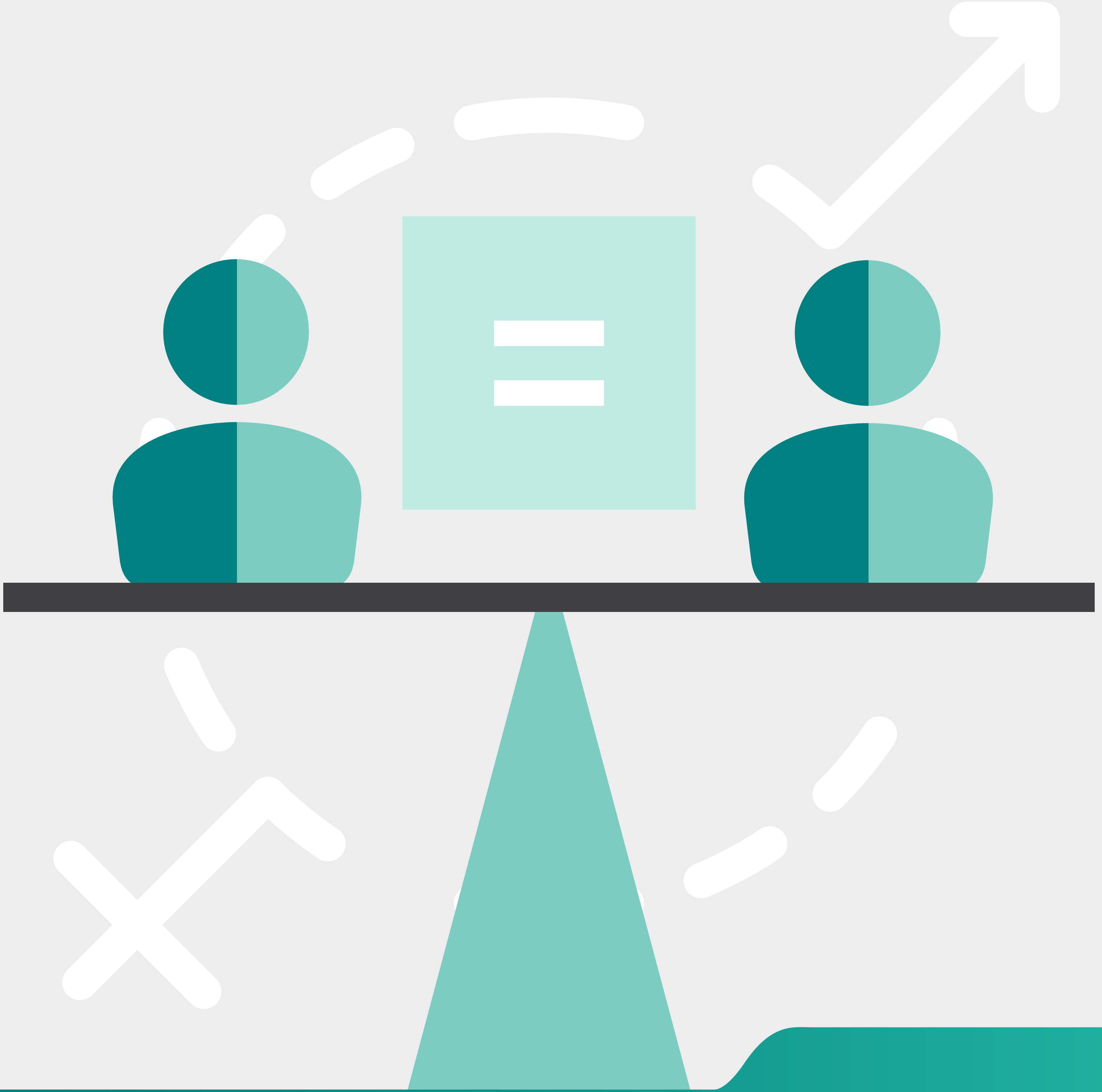
Price Bailey
CHARTERED ACCOUNTANTS



Price Bailey's

Gender Pay Report 2025

The right advice for life.

Price Bailey's Gender Pay Report 2025

Martin Clapson
Managing Director

Managing Director's Comment

At Price Bailey we understand that we have only two assets, our people and our clients. To ensure we look after our clients really well, we must have good people.

As a people driven business, we place a premium on personal relationships and the diversity of thought each of us brings to those relationships for the benefits of our clients. We continue to invest in initiatives to ensure an inclusive, progressive and respectful environment. This includes our own bespoke internal training programme, which is designed to complement people's professional qualifications and experience.

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Commentary

In accordance with the Gender Pay reporting regulations, the data in this report focuses on salary payments and bonuses specifically. It should be noted that we offer a variety of non-cash benefits including additional holidays, cars, cycle to work, an employee assistance programme, fuel, healthcare, pensions, professional subscriptions and training, but these are not taken into account in the reported data. Internally all non-cash payments, whether available under the firm's salary sacrifice scheme or otherwise, are taken into account in assessing total reward packages. We also offer additional cash benefits including enhanced adoption, maternity and paternity pay.

To comply with our reporting requirements, the hourly rates of ordinary pay for 2025 are calculated using the pay period in which 5th April 2025 falls and the bonuses are from the twelve month period that ends on 5th April 2025.

Pay and bonus pay gap

The table below outlines our overall mean and median pay gap based on hourly rates of pay and our bonus gap. A zero % figure reveals no gap. A positive % figure reveals that overall males have higher pay or bonus compared to females. A negative % figure reveals that overall females have higher pay or bonus compared to males.

Year	Mean		Median	
	Pay Gap %	Bonus Gap %	Pay Gap %	Bonus Gap %
2025	4.6	-8.31	5.7	0.0
2024	6.0	15.5	5.4	-12.5
2023	6.9	-24.5	12.6	0.0

Gender distribution of pay

The table below outlines the distribution of females and males when ordered according to hourly rate.

Year	Band A Lower Quartile		Band B Lower Middle		Band C Upper Middle		Band D Upper Quartile	
	Female	Male	Female	Male	Female	Male	Female	Male
2025	49.1	50.9	59.3	40.7	50.0	50.0	45.4	54.6
2024	58.2	41.8	49.5	50.5	57.7	42.3	46.9	53.1
2023	49.4	50.6	64.6	35.4	54.2	45.8	43.9	56.1

The Pay Gap at Price Bailey

Our reportable mean gender pay gap has reduced to 4.6% in 2025, compared with 6.0% in 2024. The median gender pay gap is 5.7% in 2025, compared with 5.4% in 2024. This means that, using the mean (average), women at Price Bailey LLP are paid 4.6% less than men, and using the median, women are paid 5.7% less than men.

We continue to monitor the distribution of roles across the firm and to support progression through fair, consistent pay principles, appraisal, development and promotion processes.

Remuneration

Price Bailey's policy for pay is based on the following broad principles;

- Market research to inform market rate of pay according to grade and qualification.
- Regular performance appraisals.
- Achievement of professional and other qualifications.

Everyone is graded by reference to published criteria and there is a formal approval process to ensure fairness and consistency throughout the firm.

These principles are free from bias and therefore there is no evidence of any gender bias in the pay we award all our people for doing the same or equivalent work. We draw this conclusion by segmenting our professional population into grades, summarised as follows;

Pay Gap % by professional population

Year	Junior Professionals		Supervisory		Senior Advisory	
	Mean Pay Gap %	Median Pay Gap %	Mean Pay Gap %	Median Pay Gap %	Mean Pay Gap %	Median Pay Gap %
2025	-2.6	-9.1	2.6	6.7	8.1	7.0
2024	2.7	10.7	2.5	6.6	5.1	2.4
2023	-1.4	-3.1	4.6	2.4	5.9	6.5

Gender split % by professional population

Year	Junior Professionals		Supervisory		Senior Advisory	
	Female	Male	Female	Male	Female	Male
2025	38.5	61.5	49.6	50.4	51.4	48.6
2024	41.9	58.1	55.3	44.7	48.3	51.7
2023	40.0	60.0	55.2	44.8	45.8	54.2

The Bonus Gap at Price Bailey

Bonuses were paid to 36.1% of our people for discrete incentives such as examination success for our trainees, recommendations for recruitment, and on discretion of the Board for exceptional performance. The reportable figures can fluctuate due to the number and type of payments made.

Year	Total	Female	Male
2025	36.1	32.0	40.4
2024	18.5	11.9	26.2
2023	19.3	14.5	25.0

Members of the LLP

As required by the relevant legislation, the statutory disclosures exclude remuneration earned by members of Price Bailey LLP and partners who are salaried. In the reporting period we had 7 female partners, one of whom is a member of our Governance Board. The total partner population was 46.

Talent Management

The firm chooses not to practice positive discrimination - promotion opportunities including partnership are available to all based on merit and business need. Merit is assessed by regular appraisal and performance review. The Board regularly reviews our talent profile to help with long term resource planning, to help identify business opportunities, and to encourage and support promotion ambitions and career choices. Personal coaching is offered to help individuals prepare to move into more senior roles.

Balance

We actively promote flexible working by empowering our people, where their job allows, to choose where, when and how they work. This ensures we are able to recruit from a diverse pool of applicants including those with caring responsibilities. We ensure our recruitment processes are free from bias by providing training and professional support to focus on technical competency and key behaviours that reflect our values. We also offer a range of formal flexible working arrangements including part time working, term time working, school hours, home working, compressed hours, and working hours spread over a year. Most importantly we have 'Smart Working' which allows everyone complete flexibility to decide how they work so long as the requirements of their job are met. These approaches enable us to meet the evolving and diverse needs of both our people and our clients - female or male.

We continue to look at ways to offer flexibility for all and have responded to feedback to launch people centric benefits including enhanced family friendly schemes and investing in manager training. Such feedback is actively sought to ensure any firm wide changes affecting our people are both relevant and meaningful.

Inclusion

We strive to be a high-performing workplace that reflects the diversity of the communities we work with and within. Through our partnership with ICAEW, we support young people from disadvantaged backgrounds, with our volunteers helping to equip them with essential life and workplace skills.

We are proud that we are yet again recognised as an outstanding place to work through the Best Companies survey in 2025, reflecting our strong and ongoing commitment to employee engagement. In addition, we continue our investment in creating new apprenticeship and trainee opportunities, supporting a diverse trainee population, and enabling our people to successfully complete their qualifications.

I confirm that Price Bailey's gender pay gap calculations are accurate and meet the requirements of the legislation.

Martin Clapson
Managing Director