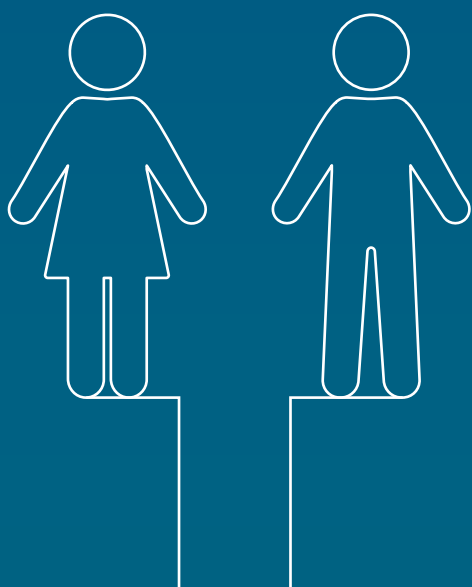


THE UNIVERSITY OF LAW GENDER PAY GAP REPORT 2022



OVERVIEW

Since April 2017, a total of 250,000 people have been vaccinated against COVID-19. The number of people vaccinated has increased significantly since the start of the vaccination campaign. The number of people vaccinated is expected to reach 500,000 by the end of the year.



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%)	

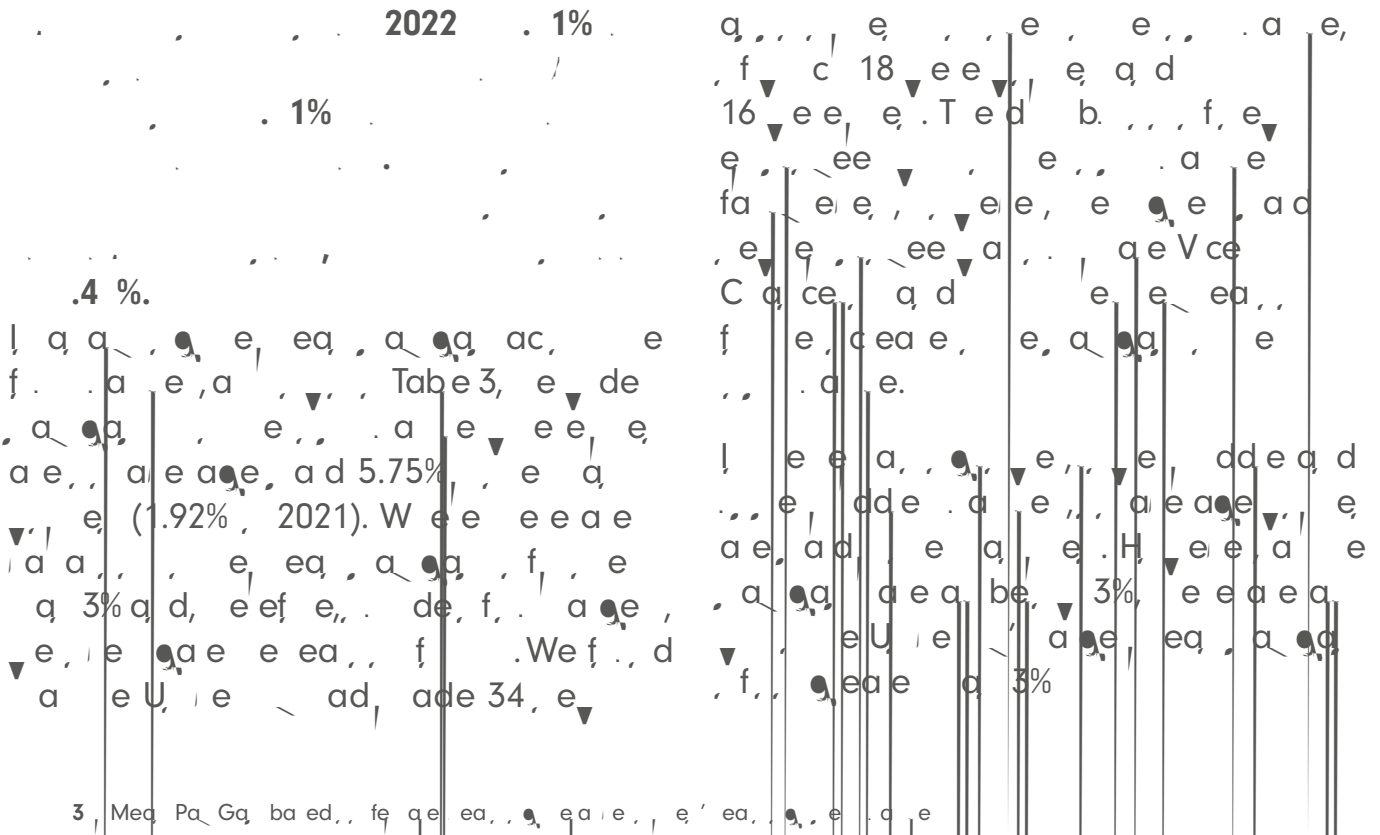
* Figures are based on 2021 gender equality data, based on the 2021 gender equality data.

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.



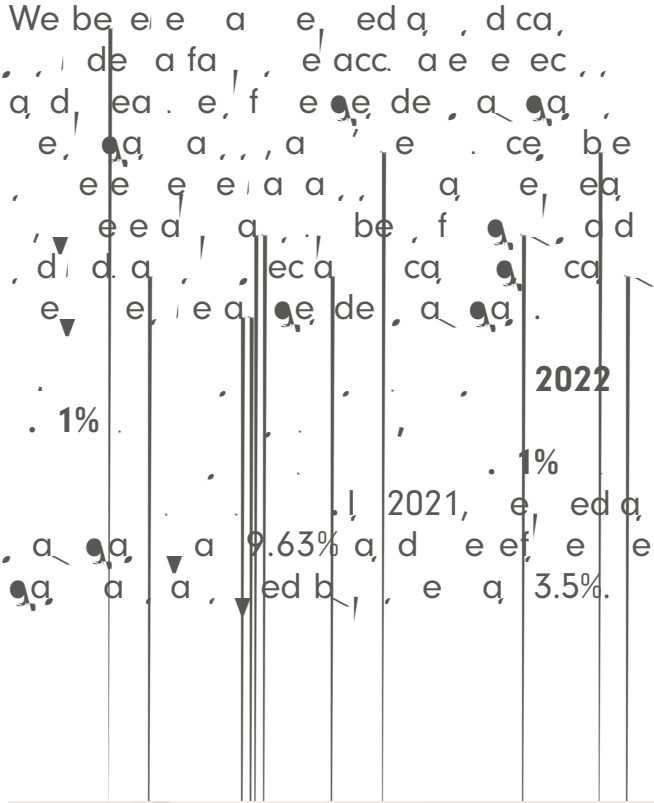
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OUR DATA: THE MEAN PAY GAP



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

OUR DATA: THE MEDIAN PAY GAP



We have seen a significant reduction in the median pay gap, from 9.63% in 2021 to 1% in 2022. This is a positive step towards achieving our goal of a 3% gap. The reduction is primarily due to the implementation of our new recruitment and promotion processes, which ensure that all roles are filled with the most qualified candidates. We are also reviewing our existing roles to ensure that they are accurately valued and that our pay structure is competitive. The following table provides a detailed breakdown of the data.

Table 4: Median Pay Gap by Department

Department	2021 Median Pay Gap	2022 Median Pay Gap
Department A	10.5%	1.5%
Department B	8.2%	0.8%
Department C	11.1%	1.2%
Department D	9.8%	1.0%
Department E	10.3%	1.1%
Department F	9.5%	0.9%
Department G	10.7%	1.3%
Department H	9.9%	1.0%
Department I	10.1%	1.1%
Department J	9.7%	0.9%
Department K	10.4%	1.2%
Department L	9.6%	1.0%
Department M	10.2%	1.1%
Department N	9.8%	1.0%
Department O	10.0%	1.1%
Department P	9.9%	1.0%
Department Q	10.1%	1.1%
Department R	9.7%	0.9%
Department S	10.3%	1.2%
Department T	9.6%	1.0%
Department U	10.2%	1.1%
Department V	9.8%	1.0%
Department W	10.0%	1.1%
Department X	9.7%	0.9%
Department Y	10.3%	1.2%
Department Z	9.6%	1.0%



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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 DATA: THE BONUS GAP

The U.S. average bonus for 2022 is 26.67% (7.43% for 2021). The average bonus for 2022 is 23.83% (2.84% for 2021). The average bonus for 2022 is 20.00% (15.00% for 2021). The average bonus for 2022 is 15.00% (8.68% for 2021). The average bonus for 2022 is 10.00% (4.65% for 2021).

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

The UK's gender pay gap has widened since the start of the pandemic. According to the latest data from the ONS (Office for National Statistics) published in October 2021, the gender pay gap for FTSE 100 companies has increased from 14.7% in 2020 to 15.1% in 2021. This is a significant increase, particularly as the pandemic has had a disproportionate impact on women's employment and earnings. We are committed to addressing this gap and ensuring that our employees are paid fairly and equitably.

Our Gender Pay Gap Report for 2021, published in October 2021, provides a detailed breakdown of our pay data and our plans to address the gap. We will continue to work towards closing the gap and ensuring that our employees are paid fairly and equitably.

PROGRESS WITH FOUR KEY METRICS

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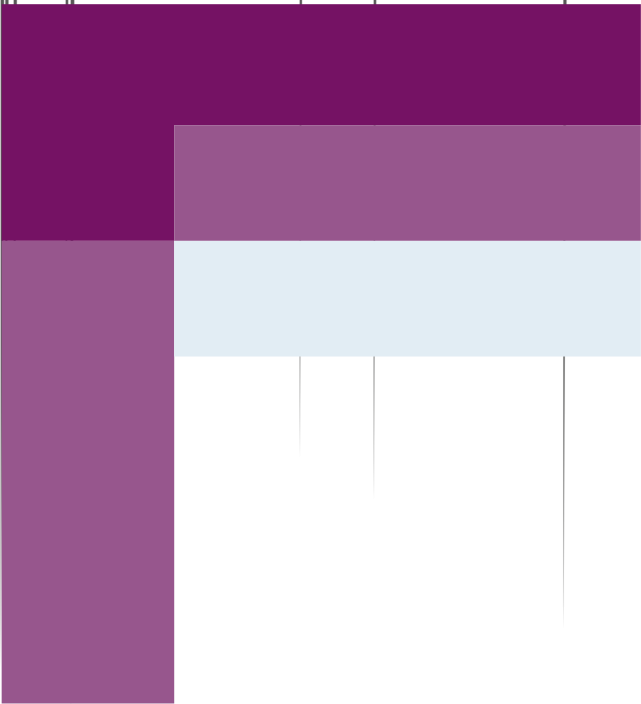
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