

Gender Pay Gap 2025

Figures only



Overview

Anderson Strathern consists of 2 separate companies - Anderson Strathern LLP (AS LLP) and Anderson Strathern Asset Management Limited (ASAM). AS LLP is made up of all staff and partners in our legal business. Staff includes solicitors, support staff, paralegals, etc. ASAM is a separate asset management firm. This report focuses on our employee categories. Our staff numbers have increased slightly from last year but the gender split remains similar.

Gender Split

Anderson Strathern LLP (employees)

- 302 employees: 30% men / 70% women – 2% decrease in women from last year

Anderson Strathern Asset Management

- 21 employees: 43% men / 57% women – 7% increase in women from last year

Anderson Strathern LLP (partners - not employees)

- 56 partners: 55% men / 45% women – 1% increase in men from last year

AS LLP (employees)



ASAM



AS LLP (partners)



Pay Analysis

Gender Pay Gap Reporting shows the difference in average hourly pay between women and men. Compared to the prior year, there was a very slight change in the gender split of our solicitor and support staff categories shown below.

AS LLP (employees)

- We have used the following categories for comparison purposes:
 - Solicitors (all legally qualified staff from trainee solicitors to directors) – no change from last year
 - Legal support (non legally qualified fee earners including paralegals, tax specialists and accountants) – no change from last year
 - Support staff (all support functions including managerial, secretarial and central admin staff) – decrease of 6% on last year



Pay gap analysis comparison 2024 to 2025

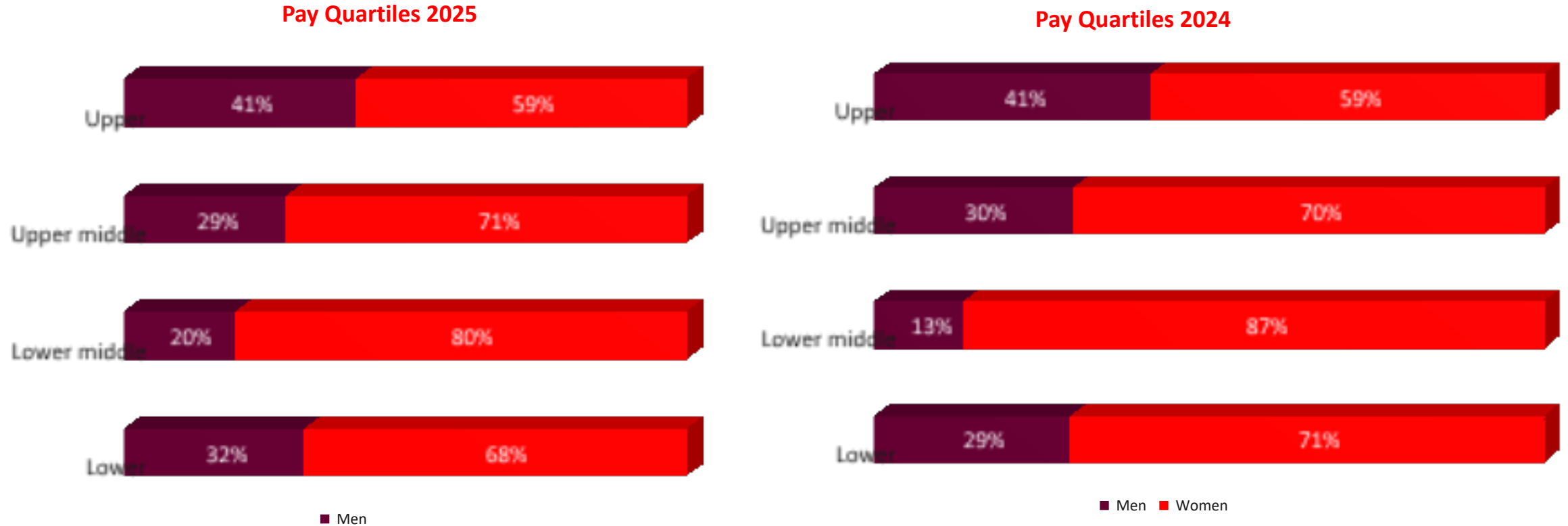
Gender Pay Gap 2025

Gender pay gap 2023	Mean	Median
All staff (AS LLP only)	14.9%	15.9%
Solicitors	11.8%	2.8%
Legal support	13.0%	-4.0%
Support staff	14.9%	-4.2%

Gender Pay Gap 2024

Gender pay gap 2022	Mean	Median
All staff (AS LLP only)	19.4%	20.4%
Solicitors	15.5%	6.6%
Legal support	13.9%	0.0%
Support staff	14.7%	0.0%

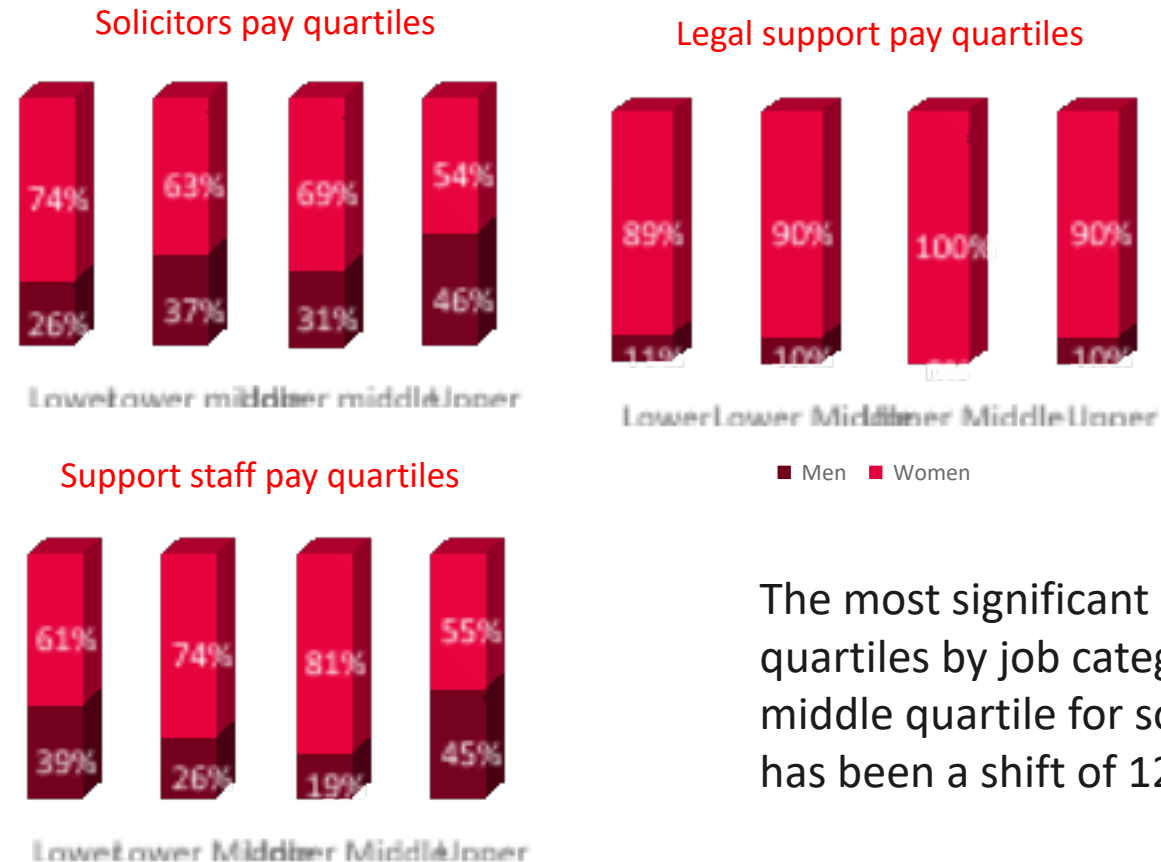
AS LLP pay quartiles comparison 2024 to 2025



The most significant shift in the employee pay quartiles from 2024 to 2025 is at the lower middle quartile level which confirms an increase of 7% of males.

AS LLP pay quartiles by job role comparison 2024 to 2025

2025 Pay Gap quartiles by job category



2024 Pay Gap quartiles by job category

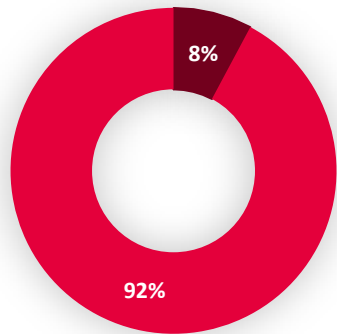


The most significant change in pay quartiles by job category is in the lower middle quartile for solicitors where there has been a shift of 12% towards women.

AS LLP gender split part-time analysis by job category



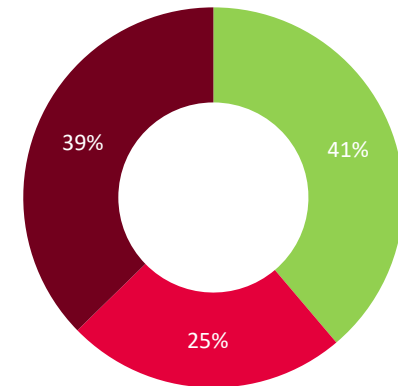
AS LLP part time gender split



Men Women

There is a reduction in the number of part time males from 15 to 18 of all part timers.

AS LLP part time by category

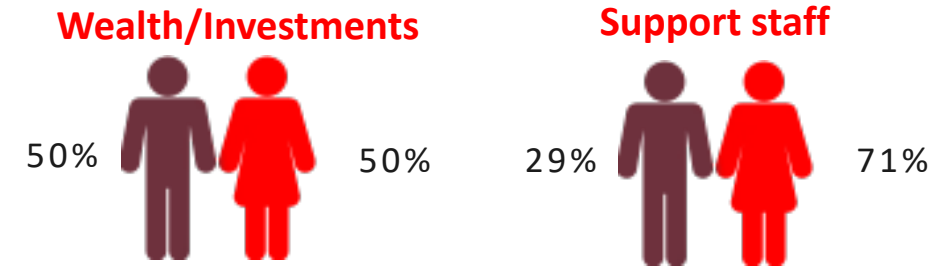


Solicitors Legal support Support staff

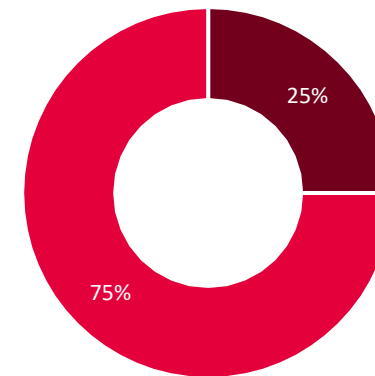
ASAM gender pay gap statistics

Gender pay gap 2025	Mean	Median
All ASAM	22.4%	20%
Wealth/Investments	48.8%	66.7%
Support staff	14.1%	26.3%

Gender pay gap 2024	Mean	Median
All ASAM	34.7%	27.5%
Wealth/Investments	27.8%	27.5%
Support staff	25.0%	3.1%



ASAM Part time Gender Split



■ Men ■ Women

Our commitments

Our inclusive and equitable culture enables us to retain and develop our highly-skilled diverse workforce.

Our people strategy and robust policies ensure we treat our people fairly throughout their career.

- Our Equality, Diversity and Inclusion Group's strategy works to provide a fair, progressive and supportive environment
- Wellbeing Champions are working on all areas of wellbeing
- Our Investors in People employer accreditation, in place for 29 years (gold since 2011) and Investors in Young People employer (gold since 2016) remain in place and our Young People's Forum is well established
- We provide training on recruitment to skill our people in the need to have a fair and equitable recruitment process supported by a contextualised recruitment system
- We reward individual and departmental performance through our reward strategy and also through our discretionary bonus and spot bonus schemes