



WESTCOTTS

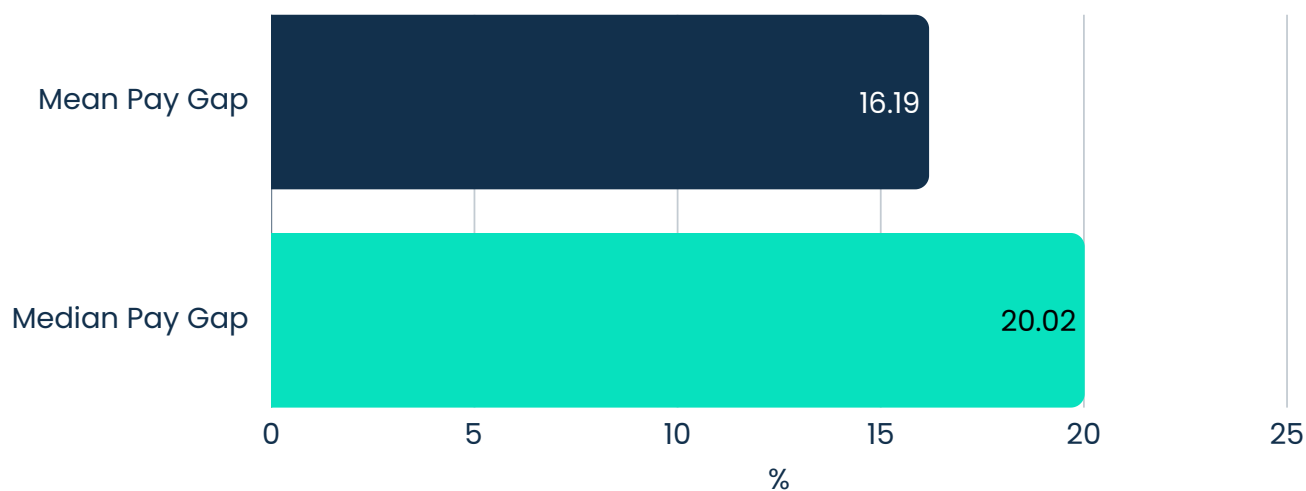
CHARTERED ACCOUNTANTS
& BUSINESS ADVISERS

Gender Pay Gap Report

April 2026

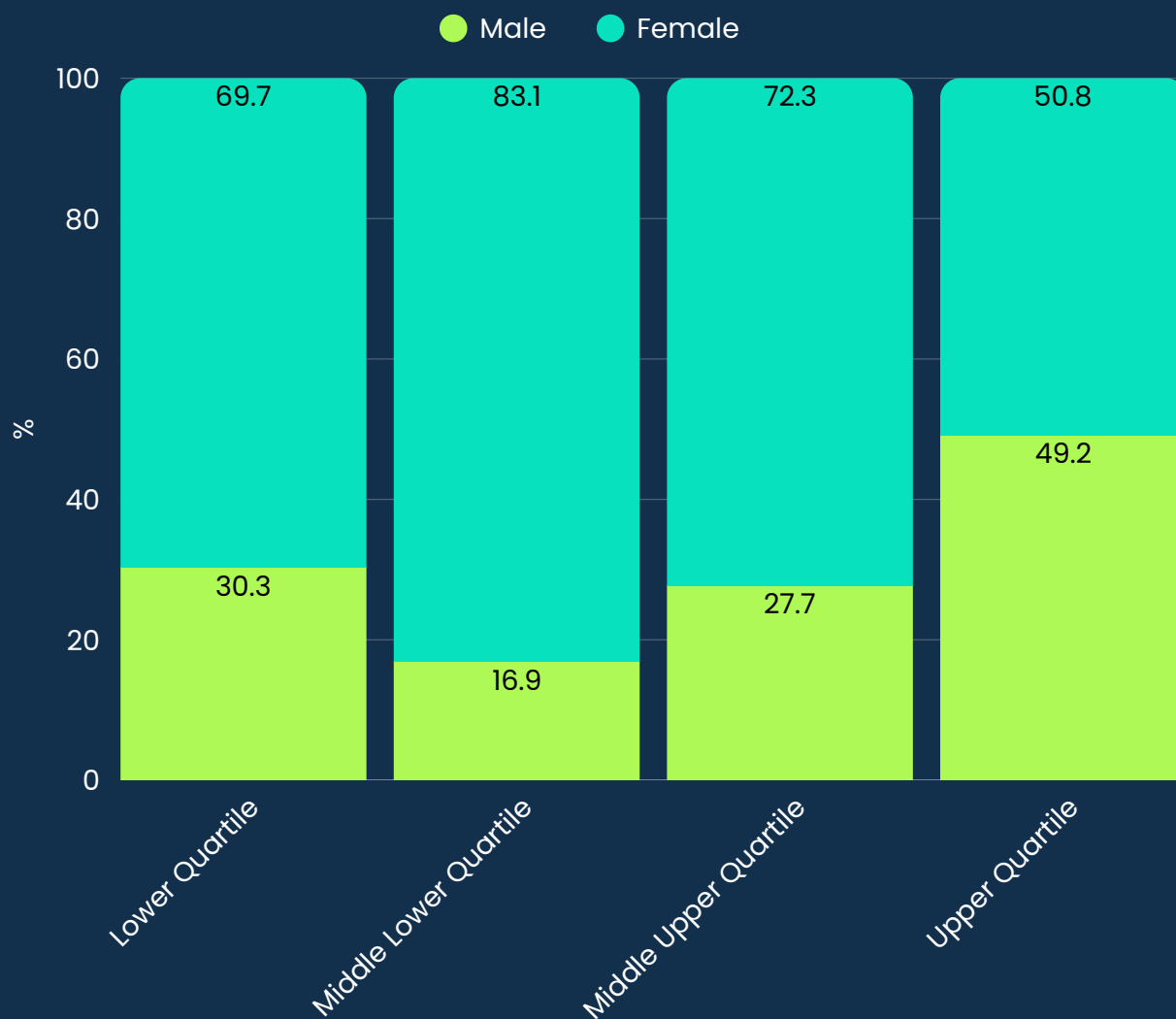
Published in accordance with
the Equality Act 2010 (Gender
Pay Gap Information)
Regulations 2017

Our Results



(Improved from April 2025, demonstrating continued progress in reducing the gap.)

Quartiles



What is a Gender Pay Gap?

Like all other private sector organisations with more than 250 employees, Westcotts has reported its gender pay gap data in line with the government's gender pay gap reporting regulations.

Gender parity and greater diversity within the workplace is good for business and critical to our own success. That's why our approach to tackling gender pay equality aligns with our wider approach to diversity & inclusion, and our corporate social responsibility – not just to do things right, but to do the right things. It is an integral part of how we operate our business.



What is the difference between Equal Pay and Gender Pay?

Equal Pay:

The Equality Act 2010 gives women and men a right to equal pay for equal work. This is specifically to eliminate direct and indirect discrimination on grounds of sex with regard to all aspects and conditions of remuneration, for the same work or for work to which equal value is attributed. This does not mean that everyone on the same grade should be paid the same salary. Grade, role, competence, extent of experience and ability will have an impact on reward.

Gender Pay:

Shows the percentage difference between the average salaries of men and women, regardless of the nature of their work. The current UK-wide median gender pay gap is 13.1% (Office for National Statistics April 2024).

Percentage of Genders receiving a Bonus

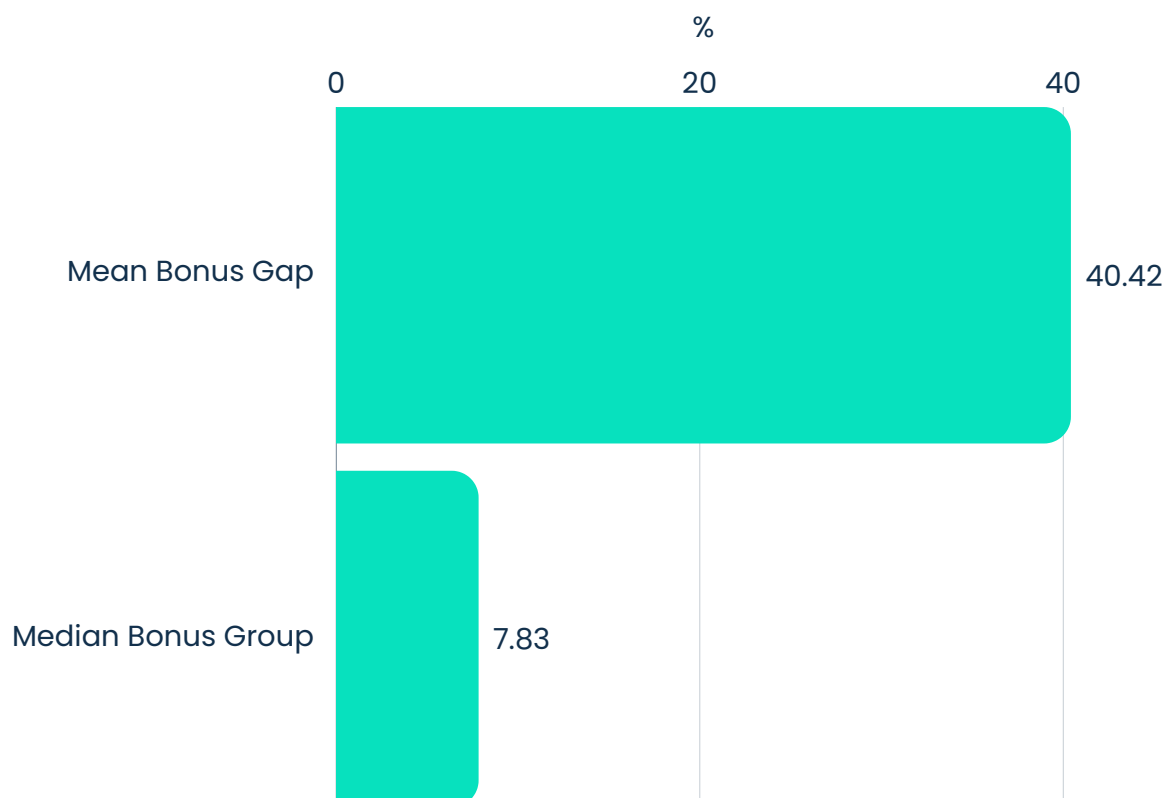


19.75%
Male



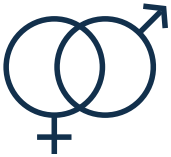
20.56%
Female

Mean Bonus Gap



(Notably, a slightly higher proportion of female employees received a bonus this year.)

Reasons for our Gap



As of 5th April 2026, Westcotts (SW) LLP had 282 relevant employees for gender pay gap reporting purposes, compared to 253 in the previous year.



Our bonus structure is gender neutral. Bonuses are awarded on the same basis for all team members and depend solely on objective criteria such as achieving professional qualifications, length of service, or introducing new clients. As a result, any difference in bonus outcomes reflects these factors rather than gender.



A key factor influencing our gender pay gap is the distribution of roles across the organisation. We have a higher proportion of women working in business support and early-career positions, which traditionally sit within lower pay bands. For example, all colleagues in our Administration and Building Society teams (44 roles) are female. In addition: 94% of our QBE/AAT-qualified Accounts Technicians and Assistants (31 roles) are female, 80% of our Payroll team (8 roles) are female, 66% of our Cleaning team (2 roles) are female.

This concentration of women in support and junior roles significantly affects our overall pay gap, even though men and women are paid equally for equivalent roles.



Our achievements

We have taken several steps to improve gender diversity and continue to review our working practices to ensure we are creating an inclusive environment.

Since last year's report, we have improved our overall gender pay gap and increased the proportion of employees receiving a bonus, with females slightly exceeding males.

We continue to be a Real Living Wage Employer.

Alongside our core principles of Team Work, Respect, Trust & Excellent Service, Westcotts is committed to Diversity Equality & Inclusion (DEI).

Our Company continues to be led by a female Managing Partner.

We have continued to improve female representation across our senior leadership, with women now making up 40% of the Board, 47% of Partners, and 41% of Directors.

A Director of the Firm leads DEI, which forms part of our monthly ESG strategic group. DEI is also on the agenda at every Board meeting.

We offer family-friendly policies, including flexible/hybrid working and enhanced maternity and paternity pay. We are also signed up to the Miscarriage Association's Pregnancy Loss Pledge.

Our Ongoing Commitment

- Positive action to encourage applications from genders who are underrepresented in certain roles e.g. administration.
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- Gender Pay figures reviewed alongside the annual pay review every April.
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- Regular internal audits of gender equality in promotions, succession planning and leadership development opportunities.
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- Shared responsibility across Board, Partners, DEI Director and HR team.

We confirm that the information in this report is accurate.



Simon Irvin

People Director, Westcotts

A handwritten signature in white ink that reads "Simon" followed by a stylized monogram.



Shona Godefroy

Managing Partner

A handwritten signature in white ink, appearing to be "Shona" followed by a stylized flourish.