

**B**

beauchamps.ie

2025 Beauchamps Gender Pay Gap Report

Supporting and enabling everyone to realise their potential and positively impact the lives of our coworkers, clients, and communities is our mission. The purpose of this document is to comply with our legal obligation to report on the Gender Pay Gap, provide transparency and share the progress we have made and our plans and commitments for the year ahead.

DECEMBER 2025

**BEAUCHAMPS**

Beauchamps' ambition is for our people to always achieve their potential, encompassing an inclusive society.



Our commitment is to foster an inclusive workplace culture where staff can reach their full potential. We have policies and programmes focused on diversity and inclusion, social responsibility, wellness, and the environment.

John White, Managing Partner

Contents:

- 02 Executive Summary
- 03 Gender Pay Gap Definitions
- 04 Gender Pay Gap Overview
- 05 Gender Pay Gap Figures & Data
- 07 Current Initiatives & Recent Progress
- 08 Action Plan & Commitments for the year ahead

Executive Summary:

Beauchamps LLP currently has over 200 people including 45 partners, of which 35.55% are female. Our commitment is to foster an inclusive workplace culture where our people can reach their full potential. We have policies and programmes focused on diversity and inclusion, social responsibility, wellness, and the environment. This is our second year to produce a Gender Pay Gap Report in compliance with the Gender Pay Gap Information Act 2021 and we have chosen a snapshot date of 30 June 2025. Our total headcount on that date, for the purposes of this analysis, was 188 employees. Of this number 66.5% were female and 33.5% were male. 69.7% are employed in legal services and the remaining 30.3% are employed in business services functions.

Beauchamps are proud to present this 2025 Gender Pay Gap Report, which demonstrates strong progress and real momentum toward greater gender balance across the firm. Over the past year, our mean gender pay gap has improved significantly from 27.2% to 20.7%, and our median gap has reduced from 40.4% to 17.4%, reflecting the positive impact of our continued focus on diversity, inclusion, and equal opportunity.

While all our employees are included in the data required under the legislation, Beauchamps partnership has both "salaried partners" and "equity partners". As self-employed taxpayers, equity partners are not required to be included in our employee gender pay gap calculations under the legislation.

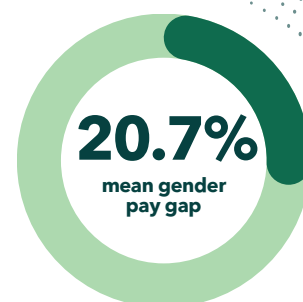
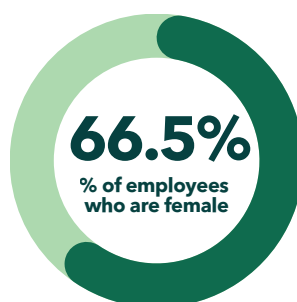
However, in the interests of transparency, the Mean Gender Pay Gap for all employees is 20.7% (an improvement from 27.2% in 2024) and when we include equity partners it is 60%, an increase from last year. The data accounts for all aspects of remuneration, including base salary and bonuses, as prescribed in the legislation.

While female partners currently represent 35.55% of the partnership, a temporary dip due to retirement and new

lateral hires, we remain firmly on course to reach and sustain 40%+ female representation at partner level. We are proud that overall female representation across the firm has grown to 66.5%, showing continued progress toward a more balanced and inclusive workplace.

Looking ahead, our 2025-2026 action plan builds on this success with renewed focus on supporting female progression to senior levels, ensuring fairness for part-time and flexible roles, and strengthening our inclusive culture. With continued leadership commitment, the backing of our Equality, Diversity & Inclusion (E, D&I) strategy, and external recognition such as the Investors in Diversity Bronze Award, we are confident that the firm is on a strong path toward achieving lasting gender equity and representation at every level of the firm.

The Beauchamps 2025 Gender Pay Gap Report shows strong progress and a clear commitment to equity and transparency. The marked improvements in pay and bonus gaps, and the growing representation of women in senior quartiles, indicate that the E, D&I initiatives are effective.



Gender Pay Gap - Definitions

Gender Pay Gap

Gender Pay Gap is the average difference in gross hourly earnings of women compared to men, expressed as a percentage of men's gross hourly earnings.

A Gender Pay Gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. A negative figure indicates that, on average across the employed population, women are in a more favourable position than men.

0% is the ideal position.

Mean

The MEAN hourly wage is the average hourly wage in an organisation.

Median

The MEDIAN hourly is calculated by ranking the employees from the highest paid to lowest paid, and taking the hourly wage of the person in the middle.

Quartiles

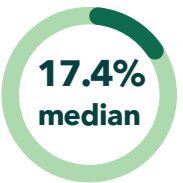
All employees are organised into quartiles based on hourly remuneration from lowest to highest of full-time employees. They are then divided into quartiles: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile is then expressed as a percentage.

Gender Pay Gap - Overview

Mean and Median Pay Gap



Our mean gender pay gap (20.7%) is driven by the fact that we have more females in all quartiles of the firm. This is an improvement from last year's figure of 27.2%.



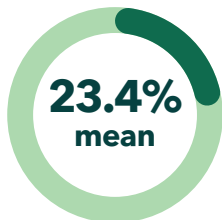
Our median gender pay gap (17.4%) indicates that the middle male is paid more than the middle female, when ranking hourly pay amounts in ascending order for both women and men. This is a significant improvement from last year's figure of 40.4%.

These figures increase to 60% and 30% respectively when we include Equity Partners.

Beauchamps has two legal entities, Beauchamps LLP (the "Firm") and Beauchamps Services Unlimited Company (the "Company"). To improve the accessibility relevance of this report, we have presented the information required on a consolidated basis, combining the data from the Firm and the Company.

Mean and Median Bonus Gap

Our mean bonus gap is 23.4%, an improvement from 49.7% last year and our median bonus gap stayed at 0%.



Our mean bonus gap was impacted by employees who have worked part of the year or were working part-time, and therefore received a part year bonus; and by those on extended leave including career breaks, maternity leave and parental leave.

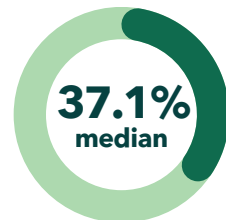
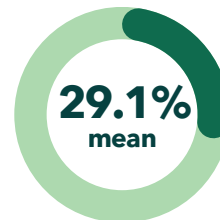
Proportion of women/men receiving bonus & BIK

The percentage of females receiving a bonus payment is 97.6% and the percentage of males receiving a bonus is 96.8%.

Mean and Median Pay Gap Part-time Employees

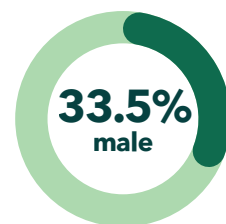
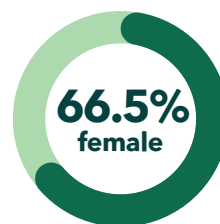
We have 22 part-time employees, with a gender split of 86.4% women and 13.6% men.

The Mean Gender Pay Gap of part time employees is 29.1% and the Median is 37.1% and this reflects the fact that we have part time employees in all roles throughout the firm including partners and secretaries.

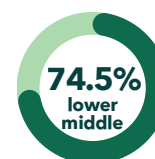


Quartiles

We have 188 employees for reporting purposes, with a gender split of:



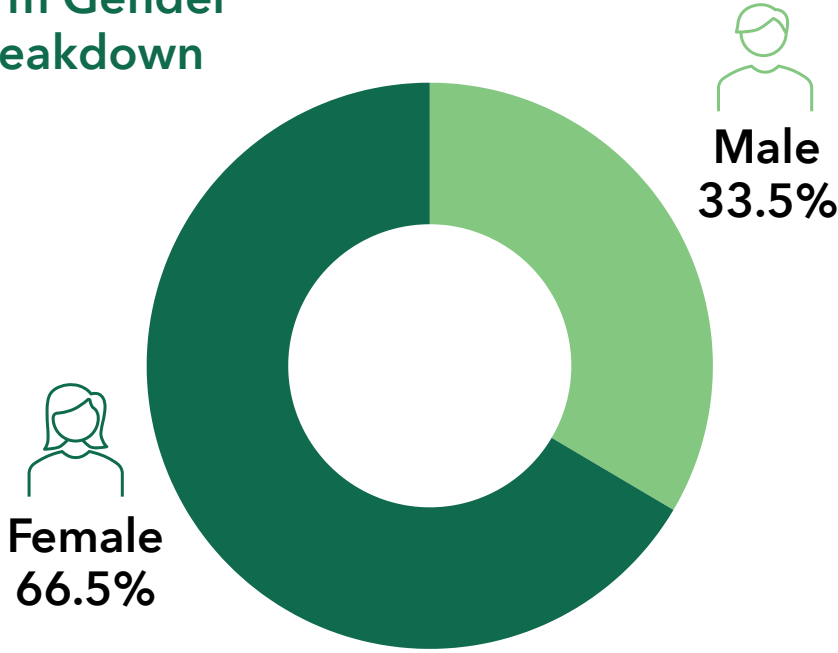
When looking at our gender breakdown per quartile, we see that there are more females in every quartile. This year, we had a significant increase of female representation in the higher quartiles suggesting strong progress going forward.





Gender Pay Gap - Figures & Data

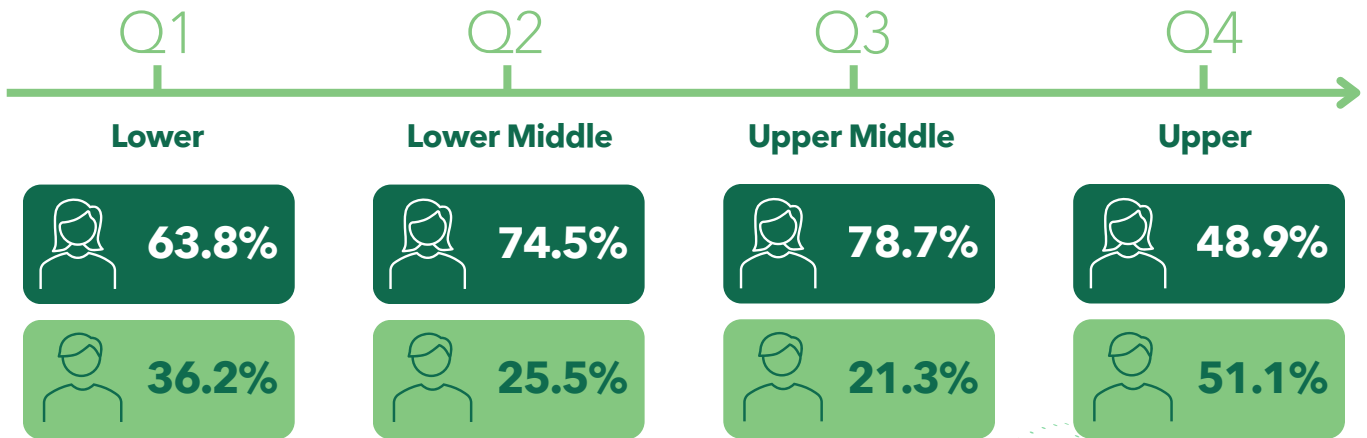
Firm Gender Breakdown



PAY	
Mean	Median
20.7%	17.4%
(from 27.2% in 2024)	(from 40.4% in 2024)

BONUS	
Mean	Median
23.4%	+0%
(from 49.7% in 2024)	(same as 2024)

PAY (Incl. Equity Partners)	
Mean	Median
+60%	+30%
(from 55.5% in 2024)	(from 42.8% in 2024)



<p>Proportion of Bonus Received</p> <p>Female: 97.6% Male: 96.8%</p>	<p>Proportion of Benefits in Kind</p> <p>Female: 3.2% Male: 1.6%</p>	<p>Pay Gap of Part-Time Employees</p> <p>Mean: 29.1% Median: 37.1%</p>	<p>Bonus Gap of Part-Time Employees</p> <p>Mean: -370% Median: 0.0%</p>
---	---	---	--

Current Initiatives & Recent Progress

We are particularly encouraged by the steady increase in female representation across senior levels. Women now make up 48.9% of our Upper quartile and 78.7% of our Upper Middle quartile, signalling a healthy and sustainable pipeline of future female leaders. Our mean gender bonus gap has more than halved, and our median bonus gap remains at 0%, demonstrating that our approach to performance recognition is fair and equitable.

We pledge to continue to promote and plan to improve our current initiatives going into 2026.

- **Training:** Unconscious Bias and Inclusive Leadership training was conducted for all partners and senior managers at the end of last year with full attendance. Continue unconscious bias and inclusive leadership training for all new senior hires.
- **Leadership** training at all professional levels was completed last year. We continue to offer alternative leadership paths to solicitors such as Of Counsel and part time roles for partners.
- **Awards:** At the beginning of the year, we achieved the Investors in Diversity Bronze Award which was accredited by the Irish Centre for Diversity. We are very proud of this achievement and as we come to the end of its full year in existence, our next step is to build on this progress to create the conditions for further eligibility for a Diversity Silver Award.
- **Policies:** We continue to have progressive family friendly policies designed to support families. Last year we committed to the launch of a menopause policy. We are pleased that after a very successful wellbeing week which concentrated on key areas of health and wellbeing, we launched our menopause policy. This was very well received by employees.
- **Work Allocation:** During the year we developed guidelines which were formally introduced in October 2025 with an aim to have gender balance on all client work and business development opportunities including all client events and pitches. These guidelines deliver on a commitment we made in last year's Gender Pay Gap Report.
- **Representation:** Last year we committed to expand representation across the firm on our E, D & I Committee and this has been achieved.
- **Mentorship Programme:** In order to retain female staff at senior levels, three senior female staff are currently taking part in a formal mentorship programme including two as mentees and one as a mentor and the commitment from senior partners in relation to this is ongoing and encouraging.
- **Bonus:** where an employee works a reduced schedule or is on a period of unpaid leave (maternity, parental, career break) bonus payments are still made but on a pro-rated basis.
- **WFH:** We continue to provide for Hybrid working in accordance with our WFH policy.
- **Employee Assistance Programme (EAP):** Our EAP for staff and their families provides access to excellent information on parenting classes, goal setting and professional growth.
- **Sponsorship:** We continue our sponsorship of Starting Strong, an initiative that taps into the entrepreneurial potential of senior female executives.
- **Networking:** This year we held another highly successful International Women's Day event to promote networking across the firm which was also very well received.
- **Signatory to** The Law Society of Ireland's Gender, Equality, Diversity, and Inclusion ("GEDI) Charter.
- **Memberships:** Current members of International Women's Forum Ireland, WXN (Women's Network Ireland), The 30% Club, North East Inner City Initiative (NEIC) and Career Leap.

Action Plan & Commitments for the year ahead

Our gender action plan is our primary focus, and our E, D&I strategy, plus support from the senior partners and management committee will support us in narrowing the Gender Pay Gap and Gender Bonus Gap and therefore improving the gender diversity of staff at senior level. This has already started with a significant increase in female representation at Upper and Upper Middle quartiles which bodes well for the future.

Our action plan for 2026 will focus on the following:

- **Policies:** Continue to regularly monitor and review our policies around E, D&I to insure inclusivity and diversity at all levels.
- **Recruitment:** Continue to ensure robust recruitment processes from graduates to experienced hires are fair, balanced, and open to all, including using gender decoders in job advertisements and always have both male and female interviewers where feasible.
- **Partners:** Aim to achieve 40%+ female representation at partner level.
- **Role models:** Continue to champion our female senior leaders who lead large teams and service top clients.
- **Memberships:** Continue to deepen our engagement with the external organisations through our memberships.
- **Track Progress:** Continue to have regular checks and balances in compensation and promotions ensuring continued focus on closing the gap.

Key Conclusions:

Significant Improvement in Pay Gap Metrics

- Mean gender pay gap improved markedly from 27.2% to 20.7%, and median gap from 40.4% to 17.4%.
- Mean gender bonus gap dropped from 49.7% to 23.4%, while the median bonus gap remained at 0% – indicating more equitable bonus distribution.
- These improvements demonstrate that the firm's 2024-2025 initiatives have had a tangible impact.

Increasing Female Representation in Senior Pay Quartiles

- The Upper quartile rose from 39.6% to 48.9% female, and Upper Middle quartile from 70.8% to 78.7% female.
- This trend suggests strong progress toward more senior female representation – likely to reduce long-term pay disparities.

Strong Momentum in Inclusion & Policy Initiatives

- The firm has implemented a broad range of initiatives (training, menopause policy, work allocation oversight, hybrid WFH policy, mentorship, EAP, external memberships).
- Receiving the Investors in Diversity Bronze Award and aiming for Silver in 2026 shows external validation of progress.
- Continue unconscious bias and inclusive leadership training for all new senior hires.
- Monitor the work allocation to ensure equal access to high-value work and business development opportunities.

B

BEAUCHAMPS

beauchamps.ie

DECEMBER 2025