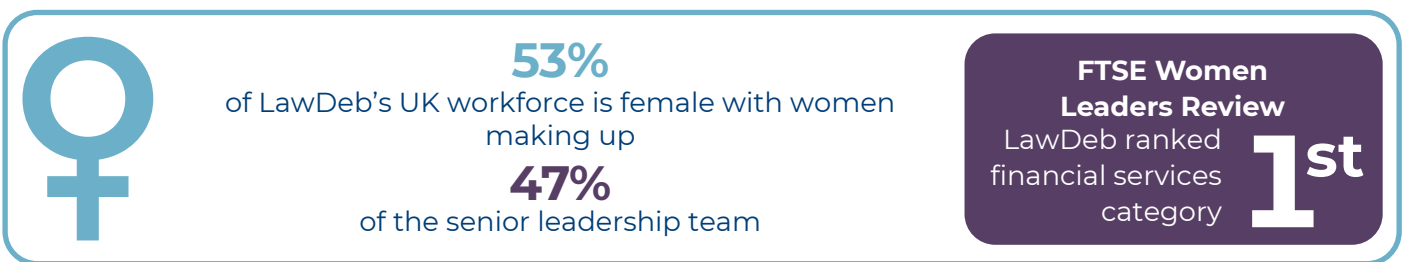
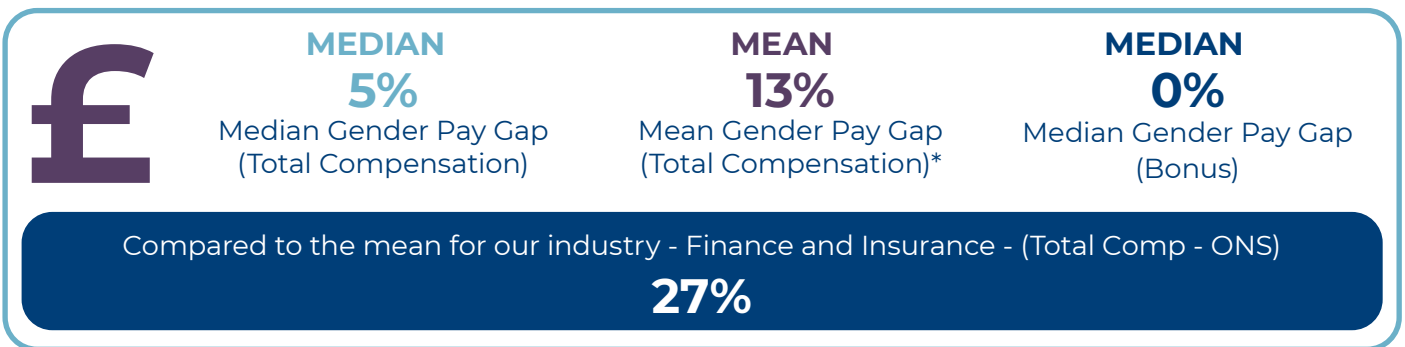


# LawDeb and The Gender Pay Gap



We believe an awareness of our gender pay gap is key in working to create a truly diverse and inclusive environment: **Better Together** being a long lived LawDeb value.

Delivering **peace of mind** to clients has been LawDeb's purpose since it launched in 1889. It is a purpose that unites the independent professional services, both transaction and governance focused, and the investment trust sides of our business. We pride ourselves on **Making Change Happen** and whilst not required to report on our gender pay gap until next year, we're pleased to have made excellent progress, as highlighted below.



“We have worked hard, over the last three years in particular, to create a working culture that supports our people at all levels. A key part of this

is representation of women at senior levels and a positive gender pay gap position.

We know that our diversity directly benefits our clients. For our Corporate Secretarial Services and Pensions businesses, for example, having our women sit in the boardrooms of our clients supports their own diversity and representation. For our other services the diversity of thought brought through having work delivered by teams with an even split ensures innovation and challenge that may otherwise be missing.

There is always more to do but we are committed to improving diversity in our workplace.”

**Trish Houston, COO**  
**Law Debenture**



## WANT TO KNOW MORE?



Find out more about Gender Pay Gap Reporting



Meet the women of our senior leadership team

[lawdeb.com](http://lawdeb.com)

\*22% Mean Gender Pay Gap (Bonus)