



Pay Gap Report 2025

5th April 2025 *(submitted April 2026)*

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Gender Pay & Bonus Gap



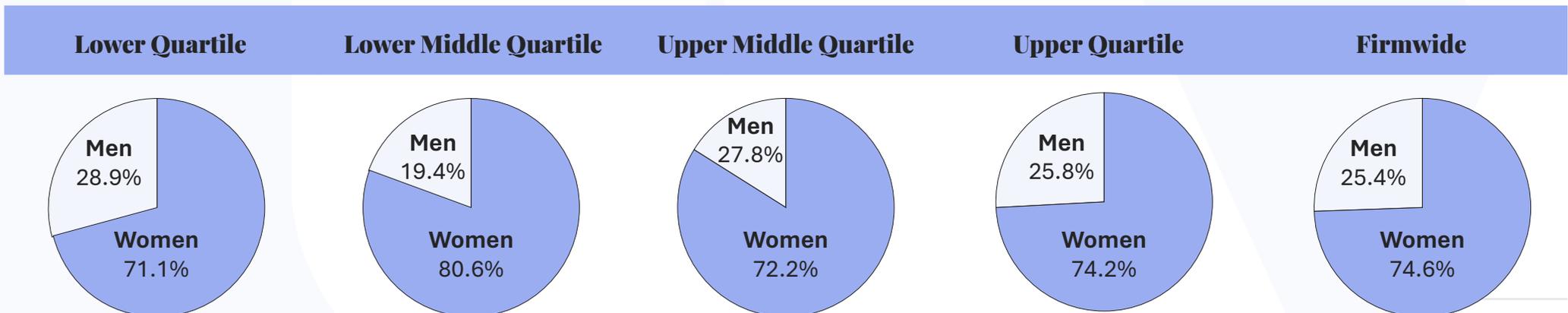
Figures at 4 April 2025

Mean Hourly Pay Gap	Median Hourly Pay Gap	Mean Bonus Gap	Median Bonus Gap
2.63%	13.94%	-4.34%	-8.87%

Percentage of men and women receiving a bonus	
Women	Men
66.2%	63.6%

Quartiles

This shows the gender split when we order hourly rate of pay from highest to lowest and group into four equal quartiles.



Terminology

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

The gender bonus gap shows the difference in average (mean or median) bonuses that men and women receive.

The figures in this report are all based on hourly pay as at 5th April 2025 and bonuses paid in July 2024 for all colleagues in employment on 5th April 2025 (it does not include partners).

Context & Commitment



This is our first Gender Pay Gap Report following the merger that formed Morton Fraser MacRoberts LLP which contains data which wholly emanates from the new firm. It therefore represents our baseline as a unified firm and reflects our commitment to transparency and accountability.

As a leading independent Scottish law firm, we are proud of the progress we have made. Our median gender pay gap has reduced from 20.84% to 13.94%. We have also achieved a negative median bonus gap of -8.87%, meaning that on average women received higher bonuses than men during the reporting period.

These results demonstrate meaningful progress. However, we recognise that a gender pay gap remains.

Understanding Our Figures

Our workforce is 74.6% female and 25.4% male. Women are strongly represented across all quartiles, including the upper quartile (74.2%).

The remaining gender pay gap does not arise from unequal pay for equal work. We are confident in our equal pay practices.

Instead, it reflects structural factors common within the legal sector, including:

- The distribution of men and women across different role types and seniority levels
- The timing of progression into senior leadership roles
- Historical pipeline patterns within certain practice areas

While we are encouraged by our progress, we recognise that sustained focus is required to ensure that representation at the most senior levels continues to evolve.

Our Action Plan

We are committed to continued progress.

Over the next 12–36 months, we will focus on the following priorities:



Our Action Plan

Leadership Representation & Progression

We will:

- Continue to monitor gender representation at Partner and Director level
- Strengthen sponsorship and progression pathways for senior female talent
- Ensure transparent promotion criteria and decision-making processes
- Review succession planning to support balanced leadership pipelines

Indeed in our latest promotions to partnership (May 2026), 3 out of 4 (75%) of those are female.

Reward Transparency & Equity

- We currently conduct annual equal pay reviews in addition to statutory reporting and this will continue.
- We monitor at the point of process, bonus allocation outcomes to ensure consistency and fairness and part of the moderation process and this will also continue.
- Provide clear communication on performance and reward criteria. Our Solicitor Career Development Guide is a clear example of such transparency and we will work on a similar process for non-legal staff.

Our Action Plan

Flexible & Inclusive Working

- **Continue embedding flexible working as a standard practice.** We adopt a 'remote first' policy to flexible working to allow our people to do their best work and balance out-of-work commitments. This will continue.
- **Support senior leaders to role-model flexible working.** We have many Partners and senior leaders who work flexibly, creating the right conditions for others to follow. This will also continue.
- **Ensure part-time and flexible colleagues have equal access to high-value work and progression opportunities.** Through our talent review process, we regularly promote women who are absent on maternity leave, recognising their in-work performance, sending a message to the wider firm the value we place on women with caring responsibilities. This will continue.

Our Action Plan

Recruitment & Early Career Pipeline

- We will continue to **monitor gender balance in trainee and lateral recruitment across all roles**. This is a commitment in our Diversity, Inclusion and Belonging Strategy and we regularly publish the data to the whole workforce. This will continue and will inform any changes needed.
- **Review attraction strategies for underrepresented practice areas**. We currently ask all of our preferred recruitment suppliers to sign up to the terms of our Diversity, Inclusion and Belonging Strategy and ask them to confirm their own approach to deliver balanced shortlists in talent attraction. Again, this will continue.
- **Maintain structured development pathways from trainee to senior associate**. Our recently published Career Development Guidelines provide transparency around work performance standards and eligibility for promotion. This was enhanced through the provision of five in-person sessions for our people where they were encouraged to bring their questions and observations so that the scheme was well understood.

Accountability & Governance

- Provide annual progress updates to the Board.
- Include diversity and inclusion objectives within leadership performance discussions.
- Continue to publish annual Gender Pay Gap reports with narrative context.

CEO Statement



At Morton Fraser MacRoberts, we believe that excellence in legal services is inseparable from fairness, inclusion and opportunity. This report represents our first full Gender Pay Gap analysis as a unified firm following our merger in November 2023. It demonstrates meaningful progress and reinforces our commitment to building a firm where talent thrives, irrespective of gender.

Our median gender pay gap has reduced from 20.84% to 13.94%. We have also achieved a negative median bonus gap of -8.87%, meaning that on average women received higher bonuses than men during the reporting period. These outcomes reflect sustained focus on reward equity, leadership accountability and progression pathways.

While we are encouraged by this progress, we are not complacent. We remain committed to further narrowing our pay gap and strengthening gender representation at the most senior levels of the firm.

Mandatory Director/Partner Statement



I confirm that the information contained in this Gender Pay Gap Report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

A handwritten signature in blue ink, appearing to read 'CHRIS HARTE', with a long horizontal stroke at the end.

Name:

CHRIS HARTE

Title (designated member):

CHIEF EXECUTIVE OFFICER AND PARTNER

Date:

13 / 03 / 2026

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