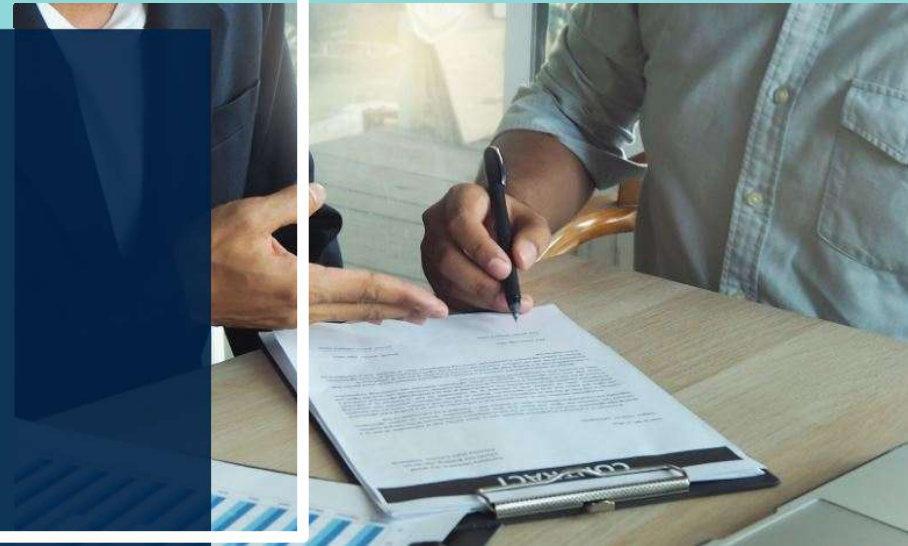


Gender Pay Gap Report 2025

Lovewell Blake



GENDER PAY GAP REPORT 2025

Lovewell Blake is one of the leading accountants, business advisers and financial planners, operating in its region.

Our culture and ethos at Lovewell Blake is 'different because you are'. We believe that our people are our most valuable asset and recognise that each of our employees is different. We are committed to providing our employees with tailored valuable training and support to ensure they reach their own individual potential, through both industry related qualifications and internal continuous professional development courses.

We have built up an industry leading reputation for our apprenticeship and graduate schemes, which is evidenced by our accredited employer status with AAT and ACCA and Platinum status with the ICAEW.

This report relates to the data for the snapshot date of 5 April 2025 and the figures included have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The following statistics are therefore provided in this report:

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- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

OUR GENDER PAY GAP

We are pleased to report that the gender balance across our workforce is 52% female and 48% male.

Gender pay gap	As at 5 April 2025	As at 5 April 2024	As at 5 April 2023
Mean	9.78%	13.1%	13.1%
Median	5.02%	14.77%	15.15%

We are committed to the principle of equal opportunities and equal treatment for all employees and are confident that our mean and median gender pay gap statistics do not arise from paying our female and male employees differently for the same or equivalent work. Our senior role opportunities are open to all employees, and it is important to us to have a more diverse mix within our workforce, particularly at the senior level.

Our pay framework is made up of salary bandings (including a structure for our administrative support employees and those in chargeable roles that range from trainee to senior manager grade). The bandings vary according to the level of responsibility, skills and competencies required, and staff are expected to move through the pay band according to their grade.

Salary increases are based on performance in line with job performance, our competency framework, level of responsibility, study progression and professional development. Our pay review process has been devised to ensure that the contribution and achievements of all our employees is recognised and rewarded accordingly. We have a Remuneration committee in place that includes representatives across offices which discuss/agree salary bandings in place within the firm. These bandings are regularly benchmarked and reviewed using data sources such as external recruitment agencies, salary surveys and training providers.

An example of this is that in December 2025; 58.3% of the promotions were awarded to Females which remains positive when set against our overall gender mix.

OUR GENDER BONUS GAP

Gender bonus pay gap	Year ending 5 April 2025	Year ending 5 April 2024
Mean	44.7%	9.4%
Median	49.6%	81.9%

Proportion of Females & Males receiving a bonus	Year ending 5 April 2025	Year ending 5 April 2024
Female	2.9%	5.6%
Male	6.5%	9.7%

The proportion of employees who received a bonus in the 12 months up to 5 April 2025 was 6.5% male and 2.9% female. This equates to only 4.8% of all of our employees receiving a bonus during this period. These bonuses largely relate to employee referral schemes.

In 2025 we introduced a discretionary bonus scheme which is directly linked to the Firm meeting its targets and applies equally to all employees regardless of gender. This bonus scheme and any resultant payment have not been captured as part of this data set by virtue of the snapshot date being 5 April 2025 and payments being made in May 2025.

PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE

Each year we undertake an analysis of the data using our grading structure and the number of male vs female employees within these roles.

The pattern from the UK economy as a whole (along with other employers in our sector) is that the majority of employees in support/administrative roles and those in the Lower Quartile of salary are Female.

However, we are pleased to report that this has shifted within the Firm; we have seen a significant change which is reflective of Female promotions from within the Lower Quartile and has moved to 44.4% in 2025 versus 57.4% in 2024.

Additionally, we have seen that the proportion of Females in the Upper Quartile shift to 45.1% in 2025 versus 39.3% in 2024.

	Female		Male	
Quartiles	2025	2024	2025	2024
Upper	45.1%	39.3%	54.8%	60.7%
Upper Middle	56.5%	55.7%	43.6%	44.3%
Lower Middle	61.3%	63.9%	38.7%	36.1%
Lower	44.4%	57.4%	55.6%	42.6%

HOW WE WILL CONTINUE TO ACHIEVE IMPROVED GENDER BALANCE

We will continue to review our policies, processes and procedures to address the gender pay gap. The key areas we will continue to focus on in order to promote good gender balance and equality, will include career development opportunities, retention of employees, flexible working opportunities, diversity, equality and inclusion initiatives and support for those individuals with parental and caring duties.

Our focus continues to be on the wellbeing of our employees, their development, equality and inclusion training for senior management, particularly for those individuals involved in decision making at recruitment and career progression. We continue to develop and promote our culture of supporting, coaching and mentoring individuals.

I confirm that the information provided in this report is accurate and is in line with the requirements of the Regulations.



Kevin Bunting
Managing Director
For Lovewell Blake Employment Services Limited
20 March 2026

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East Anglia based Chartered Accountants offering national coverage and global reach

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Registered to carry out audit work in the UK by the Institute of Chartered Accountants in England and Wales.

Details about our audit registration can be viewed at www.auditregister.org.uk, under reference number C002613207.

Regulated by the Institute of Chartered Accountants in England and Wales for a range of investment business activities.

Lovewell Blake Financial Planning Limited is available for advice at all Lovewell Blake Offices.

Lovewell Blake Financial Planning is authorised and regulated by the Financial Conduct Authority.

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