

LATHAM & WATKINS' GENDER PAY GAP REPORT 2021

Latham & Watkins is strengthened by a multiplicity of viewpoints, backgrounds, and experiences. We are committed to diversity, equity, and inclusion (DEI), which enables us to draw from a remarkable wealth of talent to recruit and retain the lawyers and staff who make Latham one of the world's leading law firms.

GENDER PAY GAP AND BONUS GAP

All Personnel

The scope of the dataset includes all lawyers (aside from partners), paralegals, trainees, and staff.

	Mean	Median
Pay gap	27.0%	45.0%
Bonus gap	50.9%	84.8%

Staff

	Mean	Median
Pay gap	8.3%	10.9%
Bonus gap	31.5%	27.2%

- 70% of London staff are women.
- The staff analysis includes a secretarial group that is composed of women, which has a significant impact on the mean and median pay and bonus data.

Counsel and Associates

	Mean	Median
Pay gap	13.3%	8.9%
Bonus gap	15.0%	33.5%

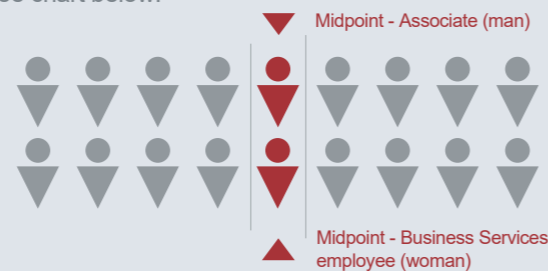
- Associates are compensated according to their years of experience, with all associates in the same class year receiving the same salary.
- All lawyers are eligible for a bonus if they meet the threshold hours. The level of bonus received depends on years of experience and other performance criteria.

Partners

	Mean	Median
Total compensation	24.0%	32.5%

- 23% of London partners are women.
- The firm's compensation of its global partnership is transparent. On an annual basis, all partners are informed annually of the total compensation each partner receives and the the total compensation received by each partner and the makeup of the compensation (i.e., base and bonus).
- Partners are compensated for a range of contributions.

For the purposes of the all personnel analysis, the median figures compare the salary and bonus of an associate (man) with a business services employee (woman). See chart below.



PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

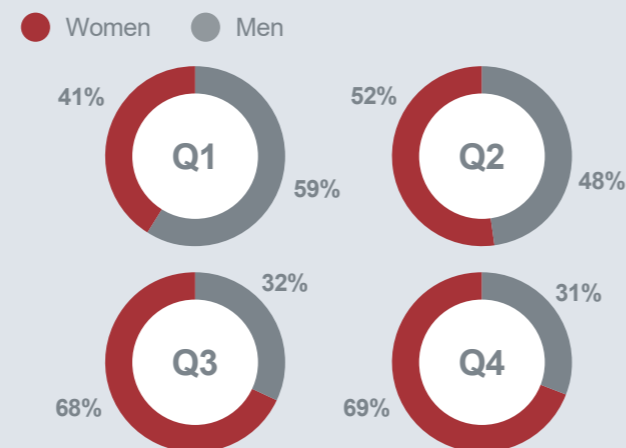
The scope of the dataset includes all lawyers (aside from partners), paralegals, trainees, and staff.

	Men	Women
% of employees receiving a bonus	75%	71%

- All lawyers and staff have an equal opportunity to participate in the firm's bonus scheme.

PROPORTION OF MEN AND WOMEN BY PAY QUARTILES

The scope of the dataset includes all lawyers (aside from partners), paralegals, trainees, and staff. Q1 represents the highest paid.



OVERVIEW OF THE FIRM'S DEI INITIATIVES

Diversity makes us who we are, strengthens our culture, and challenges us to be better and do more. We are proud of our programs, which are designed to enhance DEI and we will keep innovating to improve, grow, and inspire.

Lawyers from underrepresented groups have long been represented on the firm's management committees responsible for promotions to partnership, recruiting, training, and mentoring, among other responsibilities.

Latham's Diversity Leadership Committee works to promote the firm as a workplace where the best and brightest lawyers from all groups, including those traditionally underrepresented in the legal profession, excel and find opportunities to become leaders.

Latham has a number of initiatives focused on DEI, including:

- Allies@Latham, a firmwide initiative designed to inform and guide our colleagues in becoming more effective allies through practical tips, educational resources, and training programs shared every month
- A Diversity and Racial Justice Speaker Series featuring monthly presentations from thought leaders and experts, providing us with information and tools to advance justice and equality
- A Family Planning Assistance Program, offering financial assistance for a range of family planning services
- A range of enhanced parental leave policies, enabling non-birth parents to spend more time at home caring for their newborn or adoptive child
- A new policy of not pro-rating year-end bonuses for paid leave. Consistent with our culture of supporting families and wellness, full credit is given towards an associate's pace budget for year-end bonus purposes for up to 26 weeks of time spent on paid leave
- Diversity Leadership and Women's Leadership Academies
- Our Women Enriching Business Committee, which hosts 50+ events around the world each year
- 18 global affinity groups for lawyers and staff, with over 3,700 members around the globe (many of whom are members of multiple groups)
- Firmwide training to ensure inclusive selection and evaluation in all progression and recruitment activities, including combatting unconscious bias
- Appointed attorneys responsible for allocating work equally among associates

METHODOLOGY

All UK companies with 250 or more employees are required to publish:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of men and women receiving a bonus
- Proportion of men and women by quartile pay band
- Some variable pay, including overtime, is not included in the methodology
- Information on bonuses, which are pro-rated for those who have an adjusted billable target or are returning from leave (pro-rated bonuses have not been converted converted into a full-time equivalent figure)

DEFINITIONS

- The mean gender pay gap is the difference in average hourly rates of pay for men and women. The median gender pay gap is the difference in the midpoints of pay rates (ordered from highest to lowest) for men and women. The mean and median gender pay gap is based on hourly rates of pay as at 5 April 2021.
- The mean gender bonus gap is the difference in average bonus pay for men and women. The median gender bonus gap is the difference in the midpoints of bonus pay (ordered from highest to lowest) for men and women. The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 5 April 2021.
- The gender pay gap is different to equal pay. Equal pay relates to men and women being paid equally for equal work regardless of gender.

DECLARATION

We confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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