

## 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	26.9%	48.6%
Bonus gap	44.5%	72.2%

### Staff

	Mean	Median
Pay gap	22.0%	16.2%
Bonus gap	43.5%	25.0%

- 71% of London staff are women.
- There is a higher proportion of women in secretarial roles who make up a large amount of our lower quartile Q4, which has a significant impact on the mean and median pay and bonus data.

### Counsel and Associates

	Mean	Median
Pay gap	5.0%	3.3%
Bonus gap	46.5%	82.1%

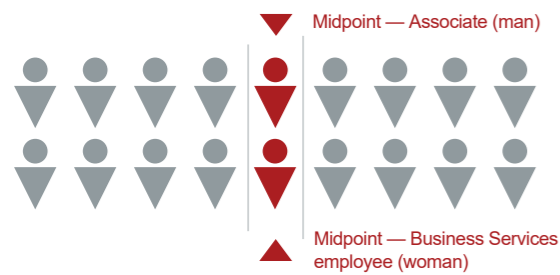
- 48.4% of London counsel and associates are women.
- All lawyers are eligible for a bonus if they meet the threshold hours. The level of bonus received depends on years of experience and other performance criteria.

### Partners

	Mean	Median
Total compensation	47.48%	119.0%

- 27.3% of London partners are women.
- The firm's compensation of its global partnership is transparent. On an annual basis, all partners are informed of the total compensation each partner receives 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

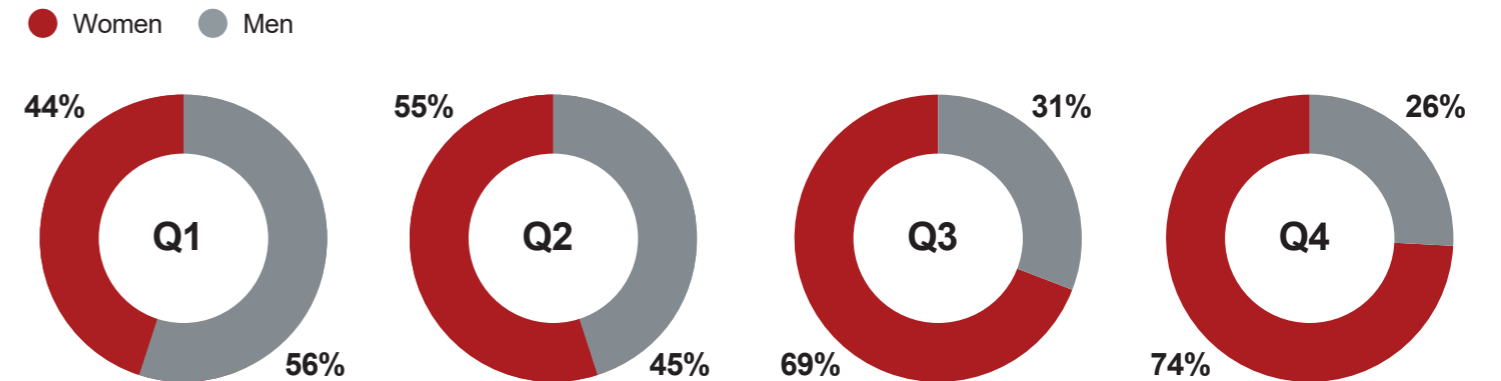
The scope of the dataset includes all lawyers (aside from partners), paralegals, trainees, and staff.

	Men	Women
% of employees receiving a bonus	77%	74%

- 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.



## Methodology

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

- 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 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 2025.
- 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 2025.
- 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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