

## UK Gender Pay Gap Report: 2021

At Mayer Brown International LLP, we are committed to the principle of equal opportunity and equal treatment for all people, irrespective of gender. Our approach is simple, to recruit, reward, retain and develop people with regard to ability only. Independent benchmarking and our rigorous processes around compensation structures ensure our employees are paid equally for equivalent roles. We take our responsibility to promote diversity and equal opportunity for all very seriously and closely monitor our progress toward achieving these goals.

### How are we doing?

Diversity, Equity and inclusion are embedded in our Firm strategy and is at the very core of our talent development initiative. Whilst we are pleased to see a slight narrowing in the gender pay gap between 2021 and 2020, we acknowledge there is still more to be done to ensure sustainable positive change. We are confident that we have the people, culture and commitment to make a difference.

### Key gender pay highlights for 2021 v's 2020

- A narrowing of the gender pay gap by 1.9 percentage points from 18.9% (2020) to 17% (2021).

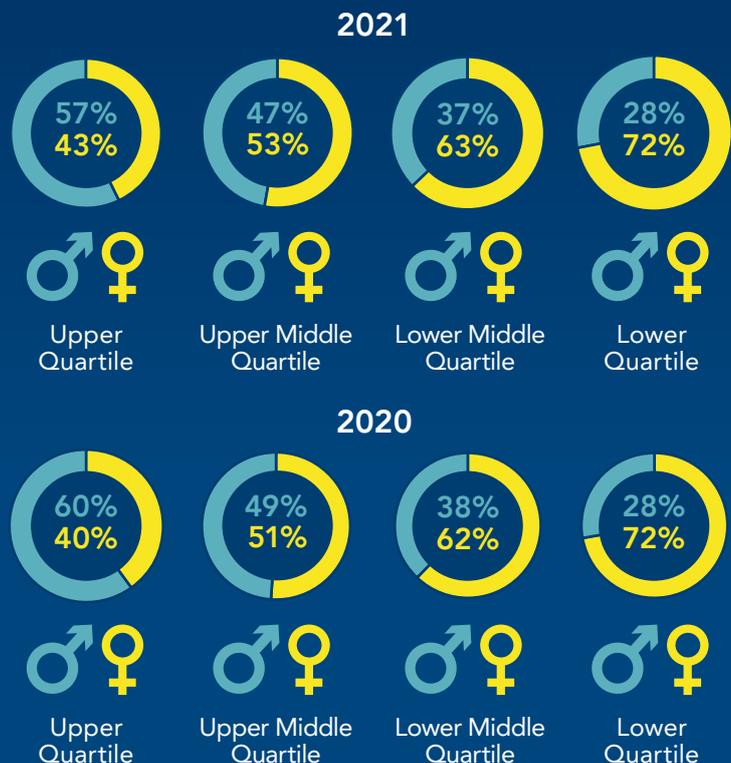
- A narrowing of the gender pay gap in 3 of the 4 pay quartiles

*The gap illustrated in the lower band pay quartiles below are reflective of a significantly higher number of female employees in our Business Service and Secretarial roles which contributes significantly to the pay gap data.*

2021	Mean	Median
Gender Pay Gap	17.0%	38.0%

2020	Mean	Median
Gender Pay Gap	18.9%	43.3%

### Pay Quartile by Gender



*The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*

## Bonus Gap

Our data shows a narrowing of the gender bonus gap by 4.2 percentile points from 39.0% (2020) to 34.8% (2021). We acknowledge that a gender bonus gap remains and whilst we continue to work to narrow this further, the below challenges remain;

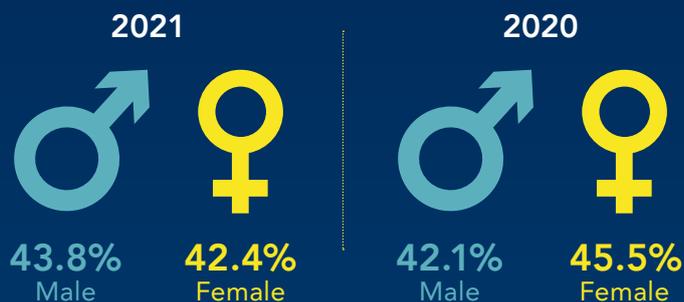
- The nature of the business enables fee earners to earn higher bonus awards than business service employees and while we have a fairly even gender split between fee earners the majority of our business service employees are female.
- The methodology of the bonus gap calculation is based on actual awards rather than full time equivalents and most of our part-time employees are female, although the number of our male part-time employees is increasing.

## Proportion of employees receiving a bonus

2021	Mean	Median
Gender Bonus Gap	34.8%	44.6%

2020	Mean	Median
Gender Bonus Gap	39.0%	55.7%



## What have we been doing to address our gender pay gap?

We take our responsibility to promote diversity and equal opportunities very seriously and are committed to achieving a greater gender balance at all levels within the Firm. We continue to introduce and build upon our numerous initiatives aimed at helping each of us to address our gender pay gap. Below are some examples;

- In January 2021, 100% of our partnership promotions were women
- We are working towards the Mansfield Rule certification in the UK. Accreditation under the UK's Mansfield Rule 1.0 requires law firms to demonstrate that at least 30 percent of candidates considered for at least 70 percent of key positions and activities in the UK are women, lawyers from underrepresented racial/ethnic groups, LGBT+ lawyers and/or lawyers with disabilities
- We provide free membership to the Ellevote Network, one of the largest professional communities for women, providing access to an array of career development resources
- We partner with the Reignite Academy in the UK, providing six-month placements for women who want to reignite their career in a city law firm following a break from practicing law. The placements enable women to build their confidence, skills and networks needed to drive their careers forward, and provide support in finding permanent positions
- We have made structural changes to the Firm's leadership framework to help promote more women into leadership roles and facilitate more frequent rotation of people within these roles
- We continue to expand on our internal programmes, such as the global Talent Development Plan to drive our D&I commitment forward
- We work internally, as well as engage externally with a number of bodies to support women's development, improve networking opportunities, provide mentoring, career coaching and transparency in the partner promotion process
- We offer internal networking events for female associates and partners to encourage greater networking, mentoring and sponsorship amongst our own female talent pool

- We continue to review our internal working policies such as time recording and work allocation to remove any potential biases
- We actively encourage the use of our flexible and working from home initiatives and regularly review our family friendly policies. We have recently reviewed and updated our paternity policy, increasing our paternity leave and enhanced paternity pay for employees. This can be used in conjunction with our shared parental leave policy providing an opportunity for childcare responsibilities to be more evenly balanced in the first year.

- We provide regular mandatory Respect at Work training and Unconscious Bias training for all staff
- We continue to work closely with our local and global women's networks who are extremely active in the promotion of female talent.

I confirm that the data in this report is accurate.



**Dominic Griffiths,**  
**Office Managing Partner**