

## UK Gender Pay Gap Report: 2018

At Mayer Brown International LLP, we are committed to the principle of equal opportunities and equal treatment for all employees. 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.

### How are we doing?

Twelve months on from the publication of our first gender pay gap report, we are encouraged that our findings reflect the continuing hard work and dedication of our firm leadership, partners and employees to embrace diversity and eliminate actual or perceived barriers to progression. Diversity and inclusion are embedded in our firm strategy and is at the very core of our talent development initiative. We acknowledge there is still more to be done to ensure sustainable positive change but we are confident that we have the people, culture and drive to make a difference.

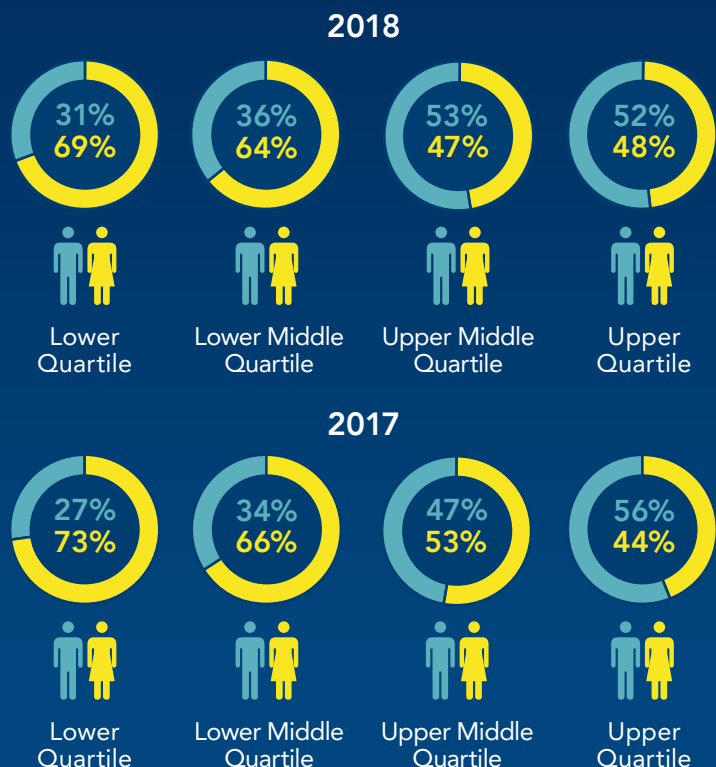
### Key gender pay highlights for 2018 v's 2017

- A narrowing of the gender pay gap by 6.6 percentage points from 15.3% to 8.7%.
- A narrowing of the gender pay gap in three of the four pay quartiles, with the fourth remaining static, in particular;
  - » the upper pay quartile gap has reduced by four percentage points with women now accounting for 48% of the upper pay quartile.

2018	Mean	Median
Gender Pay Gap	8.7%	33.6%

2017	Mean	Median
Gender Pay Gap	15.3%	34.2%

### 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.*

While we work hard to narrow the gender pay gap, the gap illustrated in the lower band pay quartiles above are reflective of a significantly higher number of female employees in our Business Service and Secretarial roles.

## Bonus Gap

In 2018 we paid out more and higher bonus awards compared to 2017 for both men and women in the fee earning and business service functions. However, our 2018 data demonstrates that a gender bonus gap remains. This has proven challenging for a number of reasons;

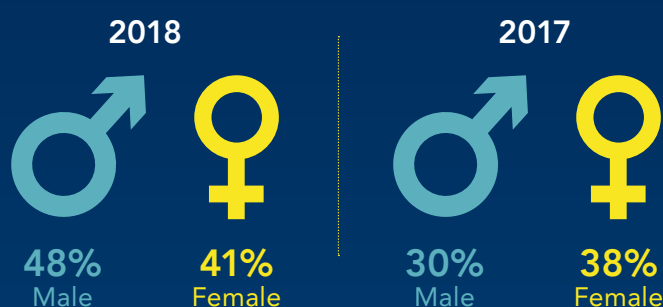
- The nature of the business enables fee earners to earn higher bonus awards than business service employees and while we have a fairly even gender split between fee earners the majority of our business service employees are female.
- The methodology of the bonus gap calculation is based on actual awards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

## Proportion of employees receiving a bonus

2018	Mean	Median
Gender Bonus Gap	45.6%	30.9%

2017	Mean	Median
Gender Bonus Gap	23.1%	24.1%



## 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. Below are some examples of the work we have been doing to address our gender pay gap.

- Instigated 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.
- Implemented a global Talent Development Plan, which holds the firm's values and diversity and inclusion at its core.
- Working internally as well as engaging 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.
- Fifty percent of our Income Partner promotions in 2018 were women.
- Developed an alumni programme and partnering with external bodies to support alternative flexible working arrangements and assist women returning to work after long periods of absence.
- Reviewing our internal working policies, such as time recording and work allocation, to remove any potential biases.
- Promoting and encouraging the use of our flexible working initiatives and reviewing our family-friendly policies.
- Provide mandatory Respect at Work training and Unconscious Bias training.
- Continue to work closely with our women's network, which is extremely active in the promotion of female talent.

I confirm that the data in this report is accurate.

Sally Davies,  
Senior Partner