

UK Gender Pay Gap Report: 2017

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.

PAY AND BONUS GAP EXPLAINED

We are confident that the gender pay gap, calculated in accordance with the statutory method, does not stem from paying men and women differently for equivalent work, but is largely the result of a sizeable female population occupying Business Service and Secretarial roles (70%), which presents a disproportionate view when comparing the hourly pay rates of these employees to the lawyer population.

The gender bonus gap is again reflective of a high female population in Business Service and Secretarial roles, and the difference in the bonus awards achievable between the Business Service and Legal functions. In addition, employees who work part-time or who have been on maternity leave for part of the bonus year will have pro-rated bonus awards compared to full-time employees in equivalent roles and, with a quarter of our female employees working part-time compared to just 4% of our male employees this serves to widen the bonus gap further.

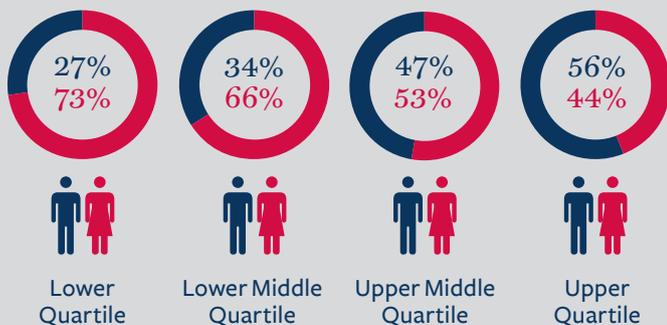
	Mean	Median
Hourly pay	15.3%	34.2%
Bonus paid	23.1%	24.1%

Proportion of employees receiving a bonus



PAY QUANTILES BY GENDER

The illustrations below show the gender distribution of our employees across four quartiles. They demonstrate that, in upper and upper middle roles, men and women are more evenly balanced. The lower and lower middle bands continue to reflect the high number of female employees in Business Services and Secretarial roles.



WHAT ARE WE DOING TO ADDRESS OUR GENDER PAY GAP?

We are committed to achieving a greater gender balance at all levels within the Firm and will continue to work hard to ensure opportunities for progression are available equally to men and women.

To support our progress we actively review and adapt our flexible working and diversity and inclusion initiatives, engage with and take soundings from our active women’s network, support the development of women and our maternity returners and encourage our male employees to take advantage of our family friendly and flexible working policies.

We also provide mandatory unconscious bias training for all our people.

We take our responsibility to promote diversity and equal opportunities for all very seriously and will closely monitor our progress towards achieving these goals.

I confirm that the data in this report is accurate.

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

Sally | Sally Davies
London Senior Partner