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UK GENDER AND ETHNICITY PAY GAP | STATEMENT 2024/25

Withers UK gender and ethnicity pay gap

Statement 2024/25 (snapshot date 5 April 2024)

We have a long standing track record of female leadership and continue to support women's careers, including flexible working practices which have been in place for everyone, not just for women, for many years.

65.6% of our employee workforce is female, and since 2002 our business has been led by a female CEO. 44.1% of our London partners are female, and we have a female chairperson. There are few other leading international law firms with such high female representation in their senior leadership teams.

We remain committed to creating a bias free working environment and to maintaining our reputation within the legal profession for an inclusive culture – not just for women but for all our staff.

What is the gender pay gap?

In line with section 78 of the UK Equality Act 2010 and as outlined in the Gender Pay Gap Regulations 2017, gender pay and bonus gaps for our employees are reported here. In the interests of full transparency and in line with the Solicitors Regulatory Authority's guidelines, we also include pay gap information for UK based (self-employed) partners; additionally since our 2022/23 report we have disclosed our ethnicity pay gap for both employees and partners.

While we have provided employee bonus gap information, we have not done so for partners. This is simply because bonus payments alone do not reflect our reward strategy for partners as we use a system of partnership points alongside bonus payments.

A gender pay gap is a measure of disadvantage (a gap) expressed as a comparison between what, on average, men earn and what, on average, women earn (gender pay).*

The gender pay gap is not the same as unequal pay which is paying men and women differently for doing the same (or similar) work. Unequal pay has been unlawful in the UK since 1970.

We regularly review and moderate our appraisal and remuneration processes and are confident that individual men and women are paid the same for doing the same or similar work and have equal access to promotion opportunities.



^{*} Definition from the CIPD, Gender Pay Gap Reporting Guide, 2017

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Summary of 2024 UK gender pay gap data

When looking at our gender pay gap it's useful to give general consideration to the distribution of men and women at different levels within our business and across the legal profession. Our pay gap continues to be influenced by several key factors:

- Our Business Services division accounts for the majority of the total mean pay gap, with senior support roles predominantly occupied by men. Our mean pay gap for fee earners is far lower (3.1%) in part due to our pay scale structure.
- A high proportion of our workforce in the lower, and lower middle pay quartiles are female. In line with other law firms, our divisional support team is predominately female.
- Whilst we have more females in senior roles than many other law firms, we still have more males than females in senior roles across the firm. This is due in part to retiring male equity partners taking up employed Consultancy roles, and the majority of our UK based Business Services Directors being male.
- 15.1% of our workforce work part time and, of those, 84% are female.*

Our employee mean gender pay gap has reduced by 11.4% year on year. This is due to movement in population, partly in our highest pay quartile, which includes consultants with variable hours, but also in our lowest pay quartile where we have more male employees taking roles. We are glad to report that this is now being reflected in our results.

Our employee and partner median pay gaps continue to be higher than our mean pay gaps. This is due to senior positions primarily occupied by males, which increases the mid-point of all male pay relative to female pay within the firm.

Our mean partner pay gap in London has increased year on year, primarily due to movement in the distribution of male and female partners.

Our mean employee bonus gap has remained largely unchanged from last year, whereas our median bonus gap has increased. This increase is due to one-time payments present in last year's bonus data that are not included this year. We are reviewing our bonus schemes and how their structure may be adjusted to improve our gender bonus gap.

Our mean bonus gap is higher than our median, which is mainly a result of a small number of large bonus payments being made to individuals at senior levels (whose remuneration

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| | Mean | |
|-----------|----------------|-------|
| | 2024 | 2023 |
| Employees | 18.2% | 29.6% |
| Partners | 18.1% | 15.8% |
| | Median 2024 | 2023 |
| Employees | 39.5% | 45.4% |
| Partners | 19.3% | 21.3% |

Bonus data

| | Mean | |
|-----------|--------|-------|
| | 2024 | 2023 |
| Employees | 64.0% | 64.3% |
| | Median | |
| | 2024 | 2023 |
| Employees | 25.9% | 17.1% |

^{*} The UK Government has specified that pay and bonus gap reporting figures must be based on the actual amounts paid rather than the full-time equivalent rates. Those who have had a period of absence such as maternity leave receive prorated pay and bonus – impacting particularly on bonus gaps.



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packages are closely tied to the firm's performance and who are predominantly male).

Our priorities for the year ahead

Having seen positive improvements in our employee mean and median gender pay gaps, we are continuing to work on improving our pay gap through the changes and initiatives outlined in this statement.

What are we doing to improve our pay gap

We are encouraged by the improvements we have seen this year, thanks to changes we have made in some of our UK roles. Nonetheless, we recognise that it will take more time to close our gender pay gap and, whilst we are pursuing immediate actions, a longer-term focus remains a key priority.

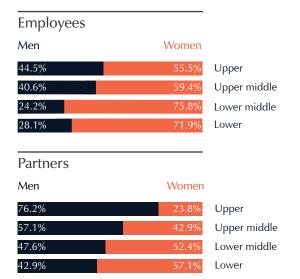
Our board continues to guide working groups to consider addressing issues identified to date and to ensure subsequent oversight.

Actions already undertaken by the firm include:

- We have achieved Mansfield Certification Plus, reflecting not only our fulfilment of baseline requirements but also our commitment to transparency by sharing the merit based outcomes that resulted from engaging in the Mansfield process and ensuring that promotion guidelines are written, transparent, and accessible to our lawyers.
- We use specialist software for fee-earner recruitment to ensure that we are identifying the widest pool of potential candidates.
- We continue to review our job descriptions to ensure that we do not use gender-biased language.
- We are monitoring our maternity leave policies to ensure fairness in subsequent leave and compensation policies.
- We have further reviewed our enhanced care giving policies (in particular shared parental leave).
- We are considering potential changes to bonus policies to incentivise performance whilst reducing our gender pay gap.

Due to the restructuring of our divisional support roles,

Pay quartiles 2024



we have a more balanced distribution of our lower quartiles year on year.

The proportion of women receiving a bonus has fallen from

Proportion of our people receiving a bonus 2024



last year due to a one time award made to staff last year, that is not applicable to this year's figure.

Representation

| Men | Women |
|-------|-------|
| 34.4% | 65.6% |

Footnote: The data used for calculating hourly pay is for UK employees (excluding partners) who were employed on the snapshot date of 5 April 2024. The bonus figure has been calculated using the 12-month reference period preceding 5 April 2024. The data also includes those who work under a contract of service and those who are under a contract to do work personally.



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Statutory disclosure and declaration

Withers Professional Services Limited

Disclosure table

| Gender | pay gap | | Bonus pay | gap | | _ | rtile 1 wer) | | tile 2 middle) | ` | rtile 3 middle) | `. | rtile 4 per) |
|--------|---------|-----------------------------------|-------------------------------------|-------|--------|-------|-----------------|-------|-------------------|-------|--------------------|-------|-----------------|
| Mean | Median | Male (proportion receiving) | Female (proportion receiving) | Mean | Median | Male | Female | Male | Female | Male | Female | Male | Female |
| 18.2% | 39.5% | 73.3% | 72.6% | 64.0% | 25.9% | 28.1% | 71.9% | 24.2% | 75.8% | 40.6% | 59.4% | 44.5% | 55.5% |

I confirm that the gender pay gap calculations for Withers Professional Services Limited are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Margaret Robertson

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(Signed on behalf of Withers Professional Services Limited)



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UK ethnicity pay gap

Summary of 2024 ethnicity pay gap data

We are committed to monitoring and improving our diversity, as well as being transparent about ethnic diversity within the business. The figures disclosed are for both partners and employees.

When looking at our UK ethnicity pay gap it's important to highlight the distribution of our people from an ethnic minority background across different levels within our business and across the legal profession. The highest proportion of ethnic minorities are found in the lower pay quartile, followed by the upper middle pay quartile; 96% of our employees have disclosed their ethnicity, of those who have declared, 21% are from an ethnic minority background, and 79% are from a white ethnic background.

Employee ethnicity pay gap (EPG)

We have included data from 2023 for comparative purposes. Our EPG calculations are based upon a comparison of pay and bonus between employees who have a white ethnic background, and those from all other ethnic backgrounds.

Our mean EPG has increased slightly year on year to 25.9% (23.7% in 2023). The median has increased year on year to 29.8% (21.0% in 2023).

Our mean bonus EPG is 58.1% and our median bonus EPG is 41.5%. These figures represent an increase in our bonus gap year on year. Similar to our gender bonus gap, the increase is due in part to a one-time award made to employees last year, which is not applicable to our results this year.

Summary of 2024 UK ethnicity pay gap data

The ethnicity data for the pay quartiles are for those that have declared their ethnicity.

| | 2024 | 2023 |
|---|-------|-------|
| Employee mean EPG | 25.9% | 23.7% |
| Employee median EPG | 29.8% | 21.0% |
| Bonus mean EPG | 58.1% | 44.9% |
| Bonus median EPG | 41.5% | 21.4% |
| Proportion of white employees receiving bonus | 73.9% | 81.3% |
| Proportion of ethnic minority employees receiving bonus | 69.2% | 72.7% |

The mean ethnicity pay gap has increased by 2.2% year on year, and our median ethnicity pay gap has increased by 8.8%. This is driven by movement in the representation of ethnic minorities in the highest and lowest pay quartiles.



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UK partner ethnicity pay gap (Partner EPG)

The majority of our UK partnership have declared their ethnicity (96%). Of those who have declared, 90% are white, and 10% are from minority ethnic groups.

Our mean partner ethnicity pay gap has increased from 10.4% to 16.1%, and the median has increased from 9.8% to 16.1%. We recognise there is more to do to increase the merit based representation of minority ethnic groups in our senior equity partner population.

Partnership EPG 2024 table

| | 2024 | 2023 |
|--------------------|-------|--------|
| Partner mean EPG | 16.1% | 9.8% |
| Partner median EPG | 16.1% | 10.4%* |

External partnerships

We partner with various organisations in the UK to educate and inform young people from underrepresented groups about opportunities within the legal profession.

We run a yearly **PRIME programme** which is a diversity and social mobility initiative aimed to improve access to the legal profession through work experience for students from underrepresented backgrounds.

We partner with **Aspiring Solicitors** which provides access, opportunity and support to students from diverse backgrounds. We mentor students, run open days and attend events.

We support the Law Society Diversity Access Scheme which is designed to help promising students to the law who also face exceptional social, educational, financial or personal obstacles to qualification. We contribute by offering work experience, mentoring and financial contribution towards the SQE.

Withers LLP and 700 other UK companies have signed a pledge committing to offering (collectively) 10,000 paid internships to black interns over the course of five years. The **10,000 Black Interns** programme is committed to transforming the horizons and prospects of young black people in the UK. We offer two paid legal internships in the summer of each year.

We use **Rare Recruitment's** Contextual Recruitment System. The system provides information that would not be possible to gain through traditional recruitment methods to provide

Employee pay quartiles 2024

| Ethnic minority groups | White | |
|------------------------|-------|------|
| 7.4% | 92.6% | Uppe |
| 25.6% | 74.4% | Uppe |
| 24.0% | 76.0% | Lowe |
| 26.2% | 73.8% | Lowe |

Upper middle Lower middle

Employee pay quartiles 2023

| Ethnic minority groups | White |
|------------------------|-------|
| 8.7% | 91.3% |
| 28.1% | 71.9% |
| 22% | 78.0% |
| 26.6% | 73.4% |

Upper middle Lower middle Lower

Partner pay quartiles 2024

| Ethnic minority groups | White | |
|------------------------|-------|-----|
| 5.0% | 95.0% | Upp |
| 5.0% | 95.0% | Upp |
| 15.0% | 85.0% | Low |
| 14.3 <mark>%</mark> | 85.7% | Low |
| | | |

Upper Upper middle Lower middle Lower

Partner pay quartiles 2023

| Ethnic minority groups | White |
|------------------------|-------|
| 9.1% | 90.9% |
| 0% | 100% |
| 13.6 <mark>%</mark> | 86.4% |
| 18.2% | 81.8% |

Upper middle Lower middle Lower



^{*} The median partner ethnicity pay gap for 2023 is re-stated

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context for a candidate's achievements. It allows us to identify both the most disadvantaged candidates and the candidates that have outperformed their schools by the greatest amounts and consider their application contextually.

We are committed to the Mansfield Rule, achieving Certification Plus. This initiative broadens talent pools by encouraging consideration of underrepresented candidates for merit based recruitment, leadership and promotion processes. It focuses on increasing inclusivity in law firm leadership through systemic changes, transparency, and accountability.



Margaret Robertson



Anne Mahoney

CEO Chief people officer

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