

# Withers UK gender and ethnicity pay gap

## Statement 2025/26 (snapshot date 5 April 2025)

At Withers, we remain committed to fostering a fair, inclusive and equitable workplace in which everyone has the opportunity to thrive. Our long standing record of female leadership – including having a female CEO since 2002 and welcoming a new female CEO in July 2026 – continues to set us apart within the legal profession.

Our broader leadership team continues to demonstrate strong female representation: in The Lawyer's 'The City 30: Women by the numbers' UK report we ranked first with the highest proportion of female partners at 43% – the only firm in the comparison group above 40%.

We are also pleased that our sustained commitment to gender representation in senior and mid-career levels saw us ranked as second overall for female lawyer representation at 55.8%.

These external validations reflect well against the improvements we have seen in our gender pay gap statistics. We are delighted to report positive movement in almost all of the key metrics.

### What is the gender pay gap?

In accordance with section 78 of the Equality Act 2010 and the Gender Pay Gap Regulations 2017, we report each year on the gender pay and bonus gaps for our UK employees. As part of our continued commitment to openness and transparency – and in line with the Solicitors Regulation Authority's guidance – we also publish equivalent pay gap information for our UK based self employed partners. Since 2022/23, we have further expanded our reporting to include our ethnicity pay gap for employees.

While we provide detailed bonus gap reporting for employees, we do not publish a partner bonus gap. Partner remuneration operates through a partnership points system, with any bonus forming only one element of a broader and more complex reward framework. As such, bonus only figures would not give an accurate or meaningful reflection of partner pay.

A gender pay gap compares the average earnings of women and men across the organisation\*. It is important to distinguish this from equal pay, which covers paying men and women the same for performing the same or similar work. Equal pay has been a legal requirement since 1970, and we remain confident – through regular review and moderation of our appraisal and remuneration processes – that men and women at Withers are paid fairly for equal work and have equal access to progression opportunities.

\* Definition from the CIPD, Gender Pay Gap Reporting Guide, 2017

### Summary of 2025 UK gender pay gap data

#### Employee gender pay gap

The mean gender pay gap for employees reduced from 18.2% in 2024 to 17.4% in 2025. The mean gender pay gap has fallen by 12.2% since 2020. The median gender pay gap has reduced significantly from 39.5% in 2024 to 29.0% in 2025.

The **mean** gender pay gap reflects the overall average hourly earnings of men and women across the firm. It is sensitive to changes at both the highest and lowest ends of pay. As more women moved into more senior, higher paid roles this year, the mean has reduced accordingly.

The **median** gender pay gap reflects the midpoint of all male hourly earnings and all female hourly earnings. It is less influenced by extreme values and more influenced by how men and women are distributed across pay levels.

This year, the median **has fallen significantly**, reflecting the positive shift in representation – particularly the increase in women in the upper quartile. However, the median remains **higher than the mean** because women continue to be disproportionately represented in the lower and lower middle quartiles. This structural imbalance means the midpoint for women remains lower overall, even as progress continues at senior levels.

Our Business Services division continues to account for the majority of the total mean pay gap, as UK-based Director roles are predominantly occupied by men. The Director population also includes a senior female Director based in the US, whose remuneration is excluded from the UK gender pay gap calculations but provides broader context on representation at this level.

Our mean pay gap for fee earners is far lower at 3.1%. Our mean pay gap for associates is -0.85%.

#### Employee gender bonus gap

Our mean bonus gap has reduced from 64.0% in 2024 to 59.7% in 2025. The median bonus gap has seen a more significant decrease from 25.9% to 16.7%. The mean bonus gap is largely driven by a small number of large bonus payments made to individuals at senior levels who are predominately male. The mean bonus gap for associates is 1.4% and the mean bonus gap for business services staff (excluding Directors) is 9%.

Additionally, women continue to be overrepresented in part time roles – 16% of our workforce work part time and of these 90% are female. This influences the bonus outcomes due to prorating requirements dictated by statutory methodology\*.

### Pay data

	Mean	
	2025	2024
Employees	17.4%	18.2%
Partners	16.4%	18.1%
	Median	
	2025	2024
Employees	29.0%	39.5%
Partners	30.5%	19.3%

### Bonus data – employee only

	Mean	
	2025	2024
	59.7%	64.0%
	Median	
	2025	2024
	16.7%	25.9%

\* 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.

### Partner gender pay gap

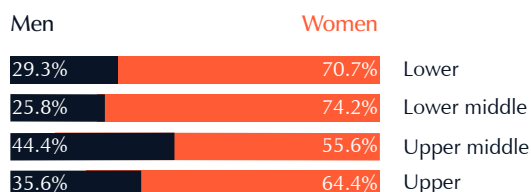
Our mean partner pay gap has reduced from 18.1% in 2024 to 16.4% in 2025. The median has however risen to 30.5%. The partner population is significantly smaller than the employee population which makes the median pay gap more sensitive to changes such as a small shift in the distribution of equity partners. In the UK 43% of the equity partner population are female – no change from last year – and 36% of the senior equity partners are female (an increase from 33% last year). Female representation is balanced at junior equity partner level (53%) and improving at senior equity partner level\*.

Across our global partnership, the gender pay gap is notably smaller. Our global mean partner gender pay gap is 5.8%, and the global median is 6.7%. These figures reflect the broader diversity of our international partnership.

Together, these data points show that while progress remains ongoing, particularly in London, the firm’s global position demonstrates a more balanced gender distribution at senior levels.

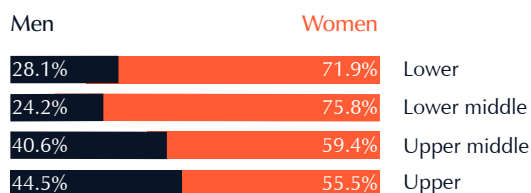
### Pay quartiles 2025

#### Employees

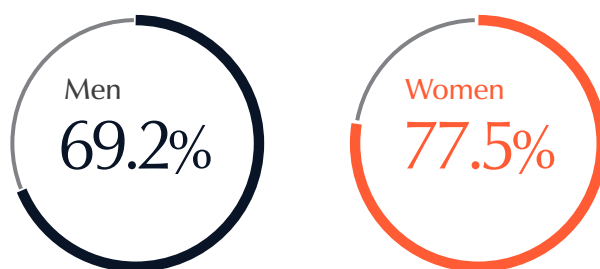


### Pay quartiles 2024

#### Employees



### Proportion of our people receiving a bonus 2025



### Representation



Footnote: The data used for calculating hourly pay is for UK employees (excluding partners) who were employed on the snapshot date of 5 April 2025. The bonus figure has been calculated using the 12-month reference period preceding 5 April 2025. The data also includes those who work under a contract of service and those who are under a contract to do work personally.

\* Partner data provided is based on the 2024–25 financial year

### 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.

While the progress reflected in our 2025 results is encouraging, we know that sustained improvement requires ongoing investment in our people and processes. Over the coming year, our focus will be on the structural areas that have the greatest long term impact on gender pay gaps.

#### Deepening insight into the drivers of our pay gaps

- We will introduce improved analytics and modelling tools to increase understanding of the structural factors that influence our UK gender pay gaps.
- We will be rolling out a global engagement survey to understand colleagues' experiences and inform our priorities.

#### Strengthening talent pipelines and progression opportunities

- We will continue to broaden candidate slates at all levels, ensuring diverse representation in recruitment and promotion processes – including increasing the number of women considered for senior leadership and partner roles.
- We are also continuing to develop leadership and partnership readiness training, open to colleagues interested in future leadership roles, to support broader progression into senior positions across the firm.

#### Supporting working parents and caregivers

We will continue to build on the support already available to working parents and caregivers, ensuring that colleagues navigating parenthood feel supported both personally and professionally. Over the coming year, we will:

- Strengthen and support our Parenting Social Group, enhancing opportunities for parents and carers across the firm to connect, share experiences and access peer support.
- Further promote the coaching available for colleagues returning from parental leave, ensuring a consistent and supportive experience that helps individuals transition smoothly back to work and maintain momentum in their career development.
- Continue to develop and communicate resources that support working families, including guidance on flexible working, parental leave options and managing key life stages.

These initiatives are designed to strengthen retention, support long term progression and help close pay gaps driven by life stage career interruptions, which disproportionately affect women.

#### Creating a more inclusive working environment

- We will continue to support our DEI networks globally, strengthening opportunities for peer community and advocacy.
- We will continue to highlight a range of DEI observances, reflecting the diversity of our colleagues across regions.

# Statutory disclosure and declaration

## Withers LLP

### Disclosure table

Gender pay gap		Bonus pay gap				Quartile 1 (lower)		Quartile 2 (lower middle)		Quartile 3 (upper middle)		Quartile 4 (upper)	
Mean	Median	Male (proportion receiving)	Female (proportion receiving)	Mean	Median	Male	Female	Male	Female	Male	Female	Male	Female
17.4%	29.0%	69.2%	77.5%	59.7%	16.7%	29.3%	70.7%	25.8%	74.2%	44.4%	55.6%	35.6%	64.4%

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



Margaret Robertson  
CEO

(Signed on behalf of Withers LLP)

# UK ethnicity pay gap

## Summary of 2025 ethnicity pay gap data

We remain committed to monitoring and improving ethnic diversity at Withers, and to being transparent about our ethnicity pay gap data where it is meaningful and appropriate to do so.

### Scope of reporting

This year, we have reported ethnicity pay gap data for **employees only**. While we continue to monitor partner level ethnicity pay internally, the number of partners who identify as being from an ethnic minority background is very small. Reporting partner ethnicity pay gap figures externally would not provide statistically meaningful insights and could risk individual confidentiality. For these reasons, we consider it more appropriate to focus our published analysis on employee data, while continuing to address senior level representation through targeted actions and longer term pipeline development.

When interpreting our employee ethnicity pay gap, it is important to consider the distribution of colleagues from ethnic minority backgrounds across different levels of the firm. As is the case across much of the legal profession, employees from ethnic minority backgrounds remain more concentrated in lower and middle pay quartiles, with fewer represented in the most senior roles.

95% of our employees have disclosed their ethnicity, of those who have declared, 23% are from an ethnic minority background - an increase of 2% from last year.

### Employee ethnicity pay gap (EPG)

Our employee ethnicity pay gap calculations compare pay and bonus outcomes between employees who identify as having a white ethnic background and those who identify as being from all other ethnic backgrounds.

In 2025, our results show encouraging progress:

- The mean employee ethnicity pay gap reduced from 25.9% in 2024 to 19.9% in 2025
- The median employee ethnicity pay gap reduced from 29.8% in 2024 to 14.0% in 2025

These reductions reflect positive movement in representation, including an increase in the number of employees from ethnic minority backgrounds in higher paid roles and a more even spread of demographics across the workforce.

Our ethnicity bonus pay gaps have also reduced year on year:

- The mean bonus gap reduced from 58.1% in 2024 to 50.3% in 2025
- The median bonus gap reduced from 41.5% in 2024 to 15.8% in 2025

As with gender, bonus gaps are influenced by role distribution and seniority.

### Summary of 2025 UK ethnicity pay gap data

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

	2025	2024
Employee mean EPG	19.9%	25.9%
Employee median EPG	14.0%	29.8%
Bonus mean EPG	50.3%	58.1%
Bonus median EPG	15.8%	41.5%
Proportion of white employees receiving bonus	76.2%	73.9%
Proportion of ethnic minority employees receiving bonus	71.8%	69.2%

### Reducing our ethnicity pay gap

Our employee ethnicity pay gap results this year show meaningful improvement, reflecting positive changes in representation and progression. While we have not published partner level ethnicity pay gap figures due to the very small population size, increasing ethnic diversity at senior levels remains a priority, supported through sustained action on recruitment, progression, inclusion and long term pipeline development.

Our approach mirrors the principles applied across our wider DEI strategy and focuses on embedding fair, transparent and accountable processes.

### Strengthening recruitment and progression

- We will continue to use contextual recruitment tools, including Rare Recruitment, to ensure that talent is assessed fairly and holistically, recognising achievement and potential alongside context.

### External partnerships and early talent initiatives

We continue to work with external organisations to improve access to the legal profession and strengthen the long term pipeline of diverse talent, including:

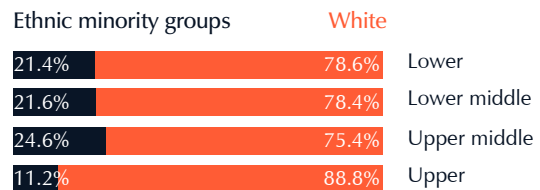
- delivering our annual PRIME programme, providing work experience opportunities for students from underrepresented backgrounds;
- partnering with Aspiring Solicitors through mentoring, open days and engagement activities;
- supporting the Law Society Diversity Access Scheme, including work experience, mentoring and financial contributions towards qualification; and
- participating in the 10,000 Black Interns programme, through which we offer paid legal internships each year.

These initiatives play an important role in widening access to the profession and supporting progression over the longer term.

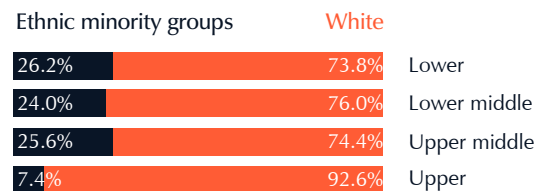
### Monitoring and accountability

- Progress against our DEI priorities is monitored through our governance structures, with regular review to ensure accountability and momentum.

### Employee pay quartiles 2025



### Employee pay quartiles 2024



Margaret Robertson  
CEO



Anne Mahoney  
Chief people officer

