

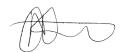
Gender pay gap report 2019

Reducing our gender pay gap is an ongoing, intentional process of change and improvement.

In 2019: our Appointments Committee (elected positions) became genderbalanced; 61% of Managing Associate and 76% of Associate promotions were female; 40% of partner promotions were female; and 29% of new lateral partners were female. All but one of the new partners are part time or flex working. In fact, almost half of our people now have a formal flex working arrangement and we reap the mutual benefits; we are able to harness the talent in our people, whilst they achieve the balance that's

right for them. Recently, many colleagues who are experienced in flexing have been supporting others who are for the first time having to adopt different working patterns as a result of the COVID-19 crisis. Plans for 2020 include a gender neutral language policy and more client relationship partner roles held by women. We continue to encourage our people to share their ideas for continuous evolution, as well as engaging with clients to understand what they are doing to address gender inequality.





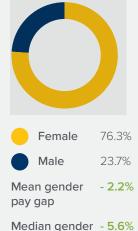
Tracy Walsh
Partner/Board sponsor for
Diversity and Inclusion

Gender pay gap statistics:

	2019		2018	
	Mean	Median	Mean	Median
Pay gap	23.7%	33.3%	24.0%	33.6%
Pay gap including partners	54.6%	44.8%	54.4%	46.4%

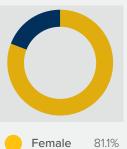
The male/female distribution within four equal pay quartiles

Lower quartile



pay gap

Lower middle quartile



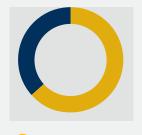
Female	81.1%
Male	18.9%

Median gender 2.0% pay gap

Mean gender

pay gap

Upper middle quartile

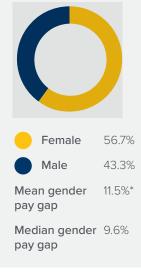




Mean gender 0.9% pay gap

Median gender 1.0% pay gap

Upper quartile



^{* 96%} of the upper quartile is made up of fee earners and non-Director Support team employees. The pay gap amongst this group is 5.1%. The remaining 4% skew the pay gap in this quartile.

2.4%



Bonus statistics 2019 2018 Median Mean Mean Median Bonus 48.1% 0.0% Bonus 36.0% 53.6%% pay gap pay gap Actual male/female bonus split **(658)** 72% **(254)** 28% 2019 2018 Male Female Male Female 33% 24% Proportion of 75% 81% Proportion of all employees all employees who received who received a bonus a bonus

Development opportunities at Womble Bond Dickinson

	April 2019		April 2018	
	Male	Female	Male	Female
Apprentices employed	34% (12)	66% (23)	30% (6)	70% (14)

	Newly promoted employees since 2018		Current male/female split in role	
	Male	Female	Male	Female
Support Teams	53%	47%	37%	63%
Secretarial Supervisors and Executive Secretaries	0%	100%	2%	98%
Paralegals and Legal Executives	17%	83%	26%	74%
Solicitors	44%	56%	36%	64%
Associates	33%	67%	30%	70%
Managing Associates	39%	61%	41%	59%
Legal Directors	60%	40%	44%	56%
Non-legal Fee Earners	67%	33%	55%	45%

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. At Womble Bond Dickinson we are sensitive to the fact that some employees may not wish to identify as either male or female as per the classifications in gender pay gap reporting. Therefore our priority is to avoid publishing information that becomes attributable to individuals, and we will apply the most appropriate judgment in future years depending on the size of the data set available.



Partner gender pay gap report 2019

Gender pay gap statistics: 2018 2019 Mean Median Mean Median 12.6% 21.8% 12.6% 29.1% Pay gap **Full Equity Partners** 7.6% 0.2% 3.5% 0.2% **Junior Equity Partners** 0.0% -2.4% 3.2% -2.1% The male/female distribution within four equal pay quartiles Upper middle Lower quartile Lower middle Upper quartile quartile quartile 25% 25% Female 18.2% Female 9.4% Female Female 75% 75% Male 81.8% 90.6% Male

Bonus	statis	tics				
2019			2018	2018		
	Mean	Mediar	1	Mean	Median	
Bonus pay gap	13.2%	33.2%	* Bonus pay ga	11.1% p	0.0%	
	Actual male/female bonus split					
Fen	Female (15) 19%					
Mal	Male (65) 81%					
			Male	Female		
•	Proportion of partners who received a bonus		62.5%	60%		
Development statistics						
2 1		Current male/female split in role				
Male	Fem	ale	Male	Female		
80%	20%			20%		

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^{*} We introduced for FY18/19 a partner bonus programme designed to reward partners at all levels (hopefully a wider group than previously) for working together to grow client revenues. The bonuses were calculated based on client revenues. The objective was the right one, but the key lesson we have taken away from the impact on our bonus pay gap is to use our data and conduct more scenario modelling when we are designing such schemes, to predict and adjust for potential gender-biased outcomes.