

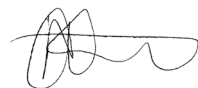
Gender pay gap report 2020

In 2020 our female lateral hires and promotions continued to improve gender representation in senior lawyer groups; 22% of partners, 57% of Legal Directors and 60% of Managing Associates were female. Across the firm we saw female representation improve in 64% of our job groups

Although we promoted fewer people in 2020 with a formal flexible working arrangement compared with 2019, significant progress has been made to support flexibility and work-life balance on a more fluid basis following the effects of the Covid-19 pandemic. In addition to providing

flexibility during lockdown for everyone we launched our Family Network, which brings people with childcare responsibilities together to share experiences on managing a busy work and family life. We rolled out training for maternity returners on reintegration to work and have provided managers with video tips and guidance to support those returning from family leave. We also ran regular virtual webinars covering subjects such as resilience and work-life balance.

The Gender Neutral Drafting and Content Policy that we adopted in May 2020 supports the ongoing process of replacing default male language in the advice and content we produce, to reflect the equal and important role that women play in society.



Tracy Walsh
Partner/Board sponsor for Diversity and Inclusion

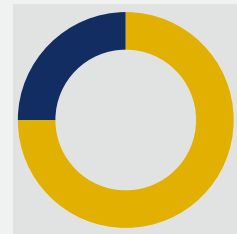


Gender pay gap statistics:

	2020		2019	
	Mean	Median	Mean	Median
Pay gap	21.8%	31.6%	23.7%	33.3%
Pay gap including partners	47.8%	42.7%	54.6%	44.8%

The male/female distribution within four equal pay quartiles

Lower quartile

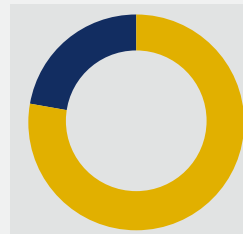


● Female 75.2%
● Male 24.8%

Mean gender pay gap **-4.0%**

Median gender pay gap **-7.7%**

Lower middle quartile

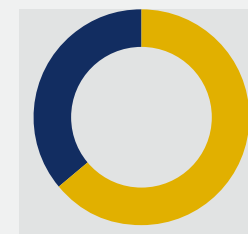


● Female 77.9%
● Male 22.1%

Mean gender pay gap 3.0%

Median gender pay gap 3.5%

Upper middle quartile

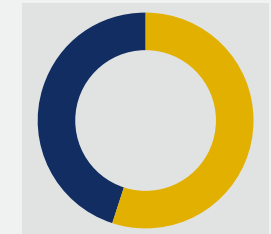


● Female 64.1%
● Male 35.9%

Mean gender pay gap **-1.0%**

Median gender pay gap **-0.1%**

Upper quartile



● Female 55.0%
● Male 45.0%

Mean gender pay gap 10.3%*

Median gender pay gap 5.3%

* 96% of the upper quartile is made up of fee earners and non-Director Support team employees. The pay gap amongst this group is 3.4%. The remaining 4% skew the pay gap in this quartile.

Bonus statistics

2020

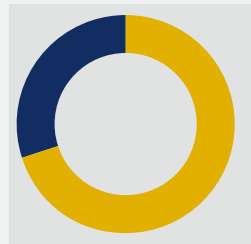
	Mean	Median
Bonus pay gap	49.6%	0.0%

2019

	Mean	Median
Bonus pay gap	48.1%	0.0%

Actual male/female bonus split

- Female (672) 70.2%
- Male (285) 29.8%



2020

	Male	Female
Proportion of all employees who received a bonus	81.9%	86.7%

2019

	Male	Female
Proportion of all employees who received a bonus	74.7%	81.2%

Development opportunities at Womble Bond Dickinson

	April 2020		April 2019	
	Male	Female	Male	Female
Apprentices employed	29% (10)	71% (24)	34% (12)	66% (23)

	Newly promoted employees since 2018		Current male/female split in role	
	Male	Female	Male	Female
Support Teams	48%	52%	37%	63%
Secretarial Supervisors and Executive Secretaries	0%	100%	2%	98%
Paralegals and Legal Executives	18%	82%	24%	76%
Solicitors	50%	50%	35%	65%
Associates	32%	68%	32%	68%
Managing Associates	39%	61%	39%	61%
Legal Directors	20%	80%	44%	56%
Non-legal Fee Earners	67%	33%	57%	43%

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.

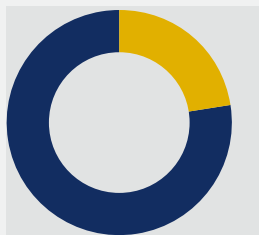
Partner gender pay gap report 2020

Gender pay gap statistics:

	2020		2019	
	Mean	Median	Mean	Median
Pay gap	9.5%	9.7%	12.6%	21.8%
Full Equity Partners	3.8%	12.4%	7.6%	0.2%
Junior Equity Partners	1.5%	0.4%	3.2%	0.0%

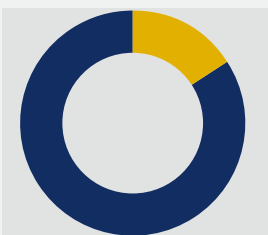
The male/female distribution within four equal pay quartiles

Lower quartile



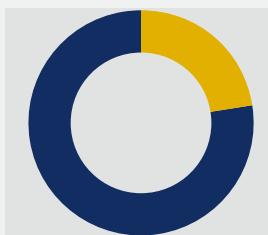
Female 22.6%
Male 77.4%

Lower middle quartile



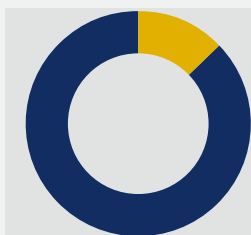
Female 16.1%
Male 83.9%

Upper middle quartile



Female 22.6%
Male 77.4%

Upper quartile



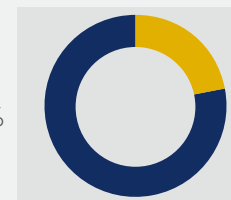
Female 12.9%
Male 87.1%

Bonus statistics

	2020		2019	
	Mean	Median	Mean	Median
Bonus pay gap	30.0%	0.0%	13.2%	33.2%

Actual male/female bonus split

Female (4) 22.2%
Male (14) 77.8%



	Male	Female
Proportion of partners who received a bonus	13.7%	17.4%

Development statistics

Newly promoted partners since 2019		Current male/female split in role	
Male	Female	Male	Female
67%	33%	78%	22%