

Gender pay gap report 2021

In 2021 we improved female representation in our partnership to 25%, introducing a Salaried Partner role as a more accessible and secure route to leadership. 57% of lawyers promoted to this role in 2021 were female. Female representation also grew within the Associate and Managing Associate groups to 71% and 63%.

The successful rollout of our diversity data collection initiative has enabled us to present our ethnicity pay gap for the first time and to also look more closely at how we support a cross-section of under-represented groups.

In 2021 we turned mentoring on its head with our reverse mentoring scheme, piloted with mentors from our WBD Reach (Race, Ethnicity and Cultural Heritage) group. On International Women's Day 2022 we shone a light on the Women of Colour in our business to encourage colleagues to recognise their peers for their personal and professional achievements.

This year we ran a survey on how we support women to fulfil their potential, asking colleagues how we can best nurture female talent in all areas and roles and do more to create an equal playing field for everyone across the firm. Following this we will be developing a firm-wide women's network in 2022, and a new programme of training and support.



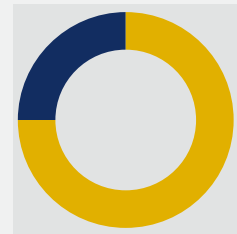

Tracy Walsh
Partner/Board sponsor for Diversity and Inclusion

Gender pay gap statistics:

	2021		2020	
	Mean	Median	Mean	Median
Pay gap	21.7%	30.7%	21.8%	31.6%
Pay gap including partners	53.3%	42.4%	47.8%	42.7%
Pay gap - ethnicity**	-0.4%	-14.9%	N/A	N/A

The male/female distribution within four equal pay quartiles

Lower quartile

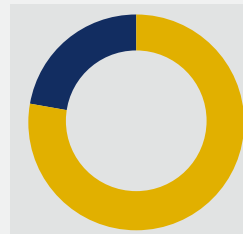


● Female 76.5%
● Male 23.5%

Mean gender pay gap **-3.0%**

Median gender pay gap **-5.1%**

Lower middle quartile



● Female 77.3%
● Male 22.7%

Mean gender pay gap 4.9%

Median gender pay gap 7.2%

Upper middle quartile

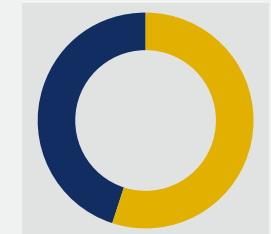


● Female 61.8%
● Male 38.2%

Mean gender pay gap **-1.8%**

Median gender pay gap **-3.7%**

Upper quartile



● Female 55.0%
● Male 45.0%

Mean gender pay gap 10.0%*

Median gender pay gap 4.3%

*95% of the upper quartile is made up of fee earners and non-Director Support team employees. The pay gap amongst this group is 51%. The remaining 5% skew the pay gap in this quartile.

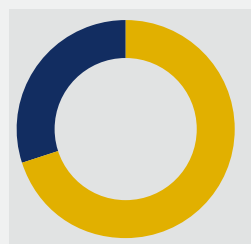
**based on a 70% response rate to the request for ethnicity information as part of our diversity data collection.

Bonus statistics

2021			2020		
	Mean	Median		Mean	Median
Bonus pay gap	31.8%	37.6%	Bonus pay gap	49.6%	0.0%

Actual male/female bonus split

- Female (542) 69.0%
- Male (243) 31.0%



2021			2020		
	Male	Female		Male	Female
Proportion of all employees who received a bonus	79.2%	79.9%	Proportion of all employees who received a bonus	81.9%	86.7%

Development opportunities at Womble Bond Dickinson

	April 2021		April 2020	
	Male	Female	Male	Female
Apprentices employed	27% (6)	73% (16)	29% (10)	71% (24)

	Newly promoted employees since 2020		Current male/female split in role	
	Male	Female	Male	Female
Support Teams	31%	69%	38%	62%
Executive Services	0%	100%	2%	98%
Paralegals and Legal Executives	24%	76%	19%	81%
Solicitors	56%	44%	40%	60%
Associates	40%	60%	27%	63%
Managing Associates	41%	59%	36%	64%
Legal Directors	50%	50%	44%	56%
Non-legal Fee Earners	50%	50%	58%	42%

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.

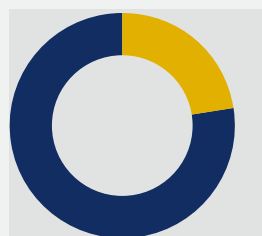
Partner gender pay gap report 2021

Gender pay gap statistics:

	2021		2020	
	Mean	Median	Mean	Median
Pay gap	10.6%	4.9%	9.5%	9.7%
Full Equity Partners	2.3%	2.3%	3.8%	12.4%
Junior Equity Partners	-0.2%	4.9%	1.5%	0.4%
Salaried Partners	14.4%	11.9%	N/A	N/A

The male/female distribution within four equal pay quartiles

Lower quartile



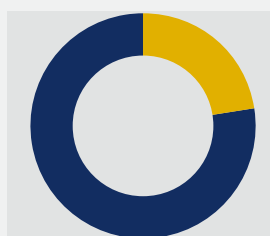
Female 20.7%
Male 79.3%

Lower middle quartile



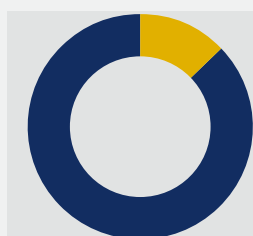
Female 27.6%
Male 72.4%

Upper middle quartile



Female 20.0%
Male 80.0%

Upper quartile



Female 13.3%
Male 86.7%

Bonus statistics

	2021		2020	
	Mean	Median	Mean	Median
Bonus pay gap	-43.3%	0.0%	30.0%	0.0%

Actual male/female bonus split

Female (12) 32.4%
Male (25) 67.6%



Proportion of partners who received a bonus 2021		Proportion of partners who received a bonus 2020	
Male	Female	Male	Female
26.3%	46.2%	13.7%	17.4%

Development statistics

Newly promoted partners since 2020		Current male/female split in role	
Male	Female	Male	Female
57%	43%	75%	25%