

UK Gender Pay Gap Report: 2022

At Mayer Brown International LLP, we are committed to the principle of equal opportunity and equal treatment for all people, irrespective of gender or gender identity. Our approach is simple - to recruit, reward, retain and develop people with regard to ability only. Independent benchmarking and our rigorous processes around compensation structures ensure our employees are paid equally for equivalent roles. We take our responsibility to promote diversity and equal opportunity for all seriously and closely monitor our progress toward achieving these goals.

How are we doing?

Diversity, equity and inclusion are embedded in our Firm strategy and are at the very core of our talent development initiatives. Whilst we have seen a slight widening in the gender pay gap between 2021 and 2022, we are clear on the drivers for this variation and are focussed on addressing it through a combination of our processes, procedures and commitment to change.

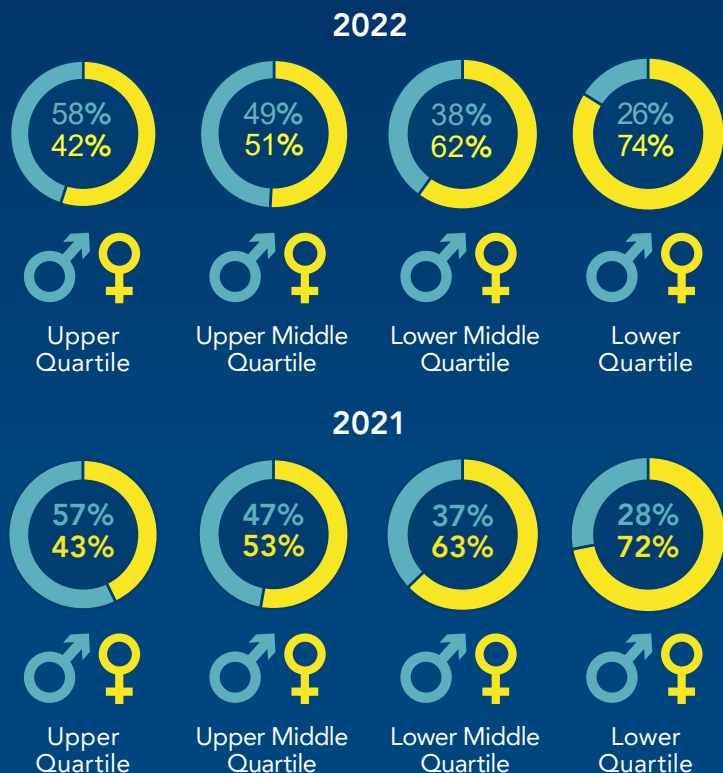
Key gender pay highlights for 2021 v's 2022

- A slight increase in the gender pay gap by 3 percentage points from 17.0% (2021) to 20% (2022).

The gap illustrated in the lower band pay quartiles are reflective of a significantly higher number of female employees in our Business Services and Secretarial roles which contributes significantly to the pay gap data. In 2022 we were required to make additional market driven changes to our associate salaries, outside of our usual compensation cycle, to ensure we remained competitive. These 'out of cycle' increases have contributed to an increased mean and median pay gap.

2022	Mean	Median
Gender Pay Gap	20.0%	44.7%
2021	Mean	Median
Gender Pay Gap	17.0%	38.0%

Pay Quartile by Gender



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Bonus Gap

Our data shows an increase in the gender bonus gap by 12.4 percentile points from 34.8% (2021) to 47.2% (2022). We acknowledge that a gender bonus gap remains and whilst we continue to work to narrow this further, the following challenges remain;

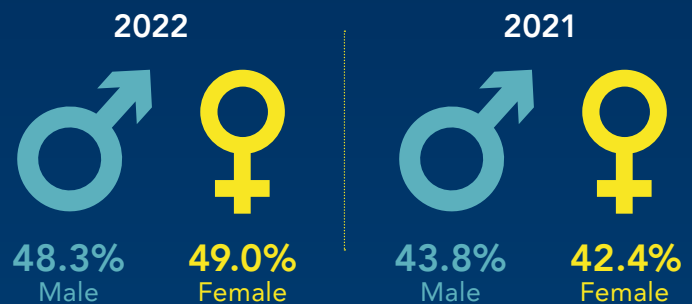
- The nature of the business enables fee earners to earn higher bonus awards than business service employees and while we have a fairly even gender split between fee earners, the majority of our business service employees are female.
- The methodology of the bonus gap calculation is based on actual awards rather than full time equivalents and most of our part-time employees are female, although the number of our male part-time employees is increasing.

As noted above, we acknowledge there is work to be done with regards to bonuses and are currently reviewing our structure and strategy with regards to Business Services compensation.

Proportion of employees receiving a bonus

2022	Mean	Median
Gender Bonus Gap	47.2%	66.3%

2021	Mean	Median
Gender Bonus Gap	34.8%	44.6%



What have we been doing to address our gender pay gap?

We take our responsibility to promote diversity and equal opportunities very seriously and are committed to achieving a greater gender balance at all levels within the Firm. We continue to introduce and build upon our numerous initiatives aimed at helping us to address our gender pay gap. Below are some examples;

- Following Mansfield Rule certification 4.0 in the US for 2020 – 2021, the firm achieved the 5.0 Mansfield Certification in the US and the 1.0 certification in the UK for 2021-22. This certification attests that our firm has demonstrated its commitment to diversity, equity, and inclusion and for its meaningful progress on diversifying law firm leadership. It measures whether law firms have affirmatively considered at least 30 percent women, underrepresented racial/ethnic groups, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions.
- We partner with the Reignite Academy in the UK, providing six-month placements for women who want to reignite their career in a city law firm following a break from practicing law. The placements enable women to build their confidence, skills and networks needed to drive their careers forward, and provide support in finding permanent positions.
- We have made structural changes to the Firm's leadership framework to assist with the development of leadership skills across a broader group of partners and to also support the promotion of women into leadership roles. This includes the introduction of term limits for leadership roles, ensuring there is regular rotation and greater opportunities for development.

- We work internally, as well as engage externally with a number of bodies to support women's development, improve networking opportunities and provide mentoring, career coaching and transparency in the partner promotion process.
- We offer internal networking events for all women, encouraging greater networking, mentoring and sponsorship amongst our own talent pool.
- Equitable distribution of work and access to career development are essential components for ensuring all of our talent has equal opportunity to grow, develop and thrive at the Firm. After a successful pilot in our New York office, we have recently established a new Legal Resources and Integration team to develop a global work allocation programme. The team ensures partners are working with a breadth of junior lawyers who in turn develop a wide and integrated skill set. The team also provide associates with guidance on balancing workload, developing skills and expertise, and navigating transitions such as secondments or different types of leave.

- We actively encourage the use of our flexible and hybrid working initiatives and regularly review our family friendly policies.
- We provide regular training across the office including mandatory Respect at Work and Unconscious Bias training for all staff.
- We continue to work closely with our local and global gender equality networks who are extremely active in the retention and advancement of women across the firm.

I confirm that the data in this report is accurate.



Dominic Griffiths,
Office Managing Partner