

# UK gender pay gap reporting

Data as at 5 April 2018

At Dentons diversity and inclusion matters to the success and strength of our firm. With a more integrated and representative workforce we make our firm a rich and vibrant place: somewhere people want to work; a place where they can realise their full potential. We believe that this inclusive environment translates into better relationships with our colleagues and stronger performance for our clients.

Transparency on gender pay is one part of a multi faceted approach to delivering on our commitment to gender equality. This approach includes;

- Participating in the 30% Club and committing to a target of 30% of Partnership being women by 2020.
- Supporting agile working in recognising the need for flexibility, and having recently enhanced our maternity and shared parental leave policies to provide more financial support for longer.
- The creation of a new global role, Women's Advancement Director, to champion initiatives which support this agenda.
- Our women's network Inspire are celebrating and promoting the work of inspirational role models both inside and outside our organisation.
- Commissioned a workplace culture survey in conjunction with the University of Cambridge which has led to over 100 men and women taking part in gender based workshops, focusing on actions to improve everyday inclusion.
- Leadership – Over 30% of our Board are women including the Chairman and Managing Director.

This year, we are also voluntarily reporting our gender pay gap including our Partner population.

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### Key Findings

Whilst, like many organisations, we do have a gender pay gap, we have conducted extensive analysis on pay within our various employee groups and by location and are satisfied that we pay fair market salaries for equivalent roles. A clear example of this is how for some populations of employees within the same location the pay gap is typically between -5% and +5%. Indeed the majority of our pay gaps within populations of employees performing similar work are marginally in favour of women.

Our gender pay gap remains a factor of three key drivers:

#### Shape

Business Services and secretarial roles are typically lower paid than our fee earners. There are a larger proportion of females employed in these support populations.

#### Location

The market rate for salaries outside of our London office tends to be lower and we employ more women outside of the capital. 68% of our workforce outside London is female compared with 52% in London.

#### Global

As a global organisation, Dentons employs a number of individuals in senior global roles in the UK. Within this relatively small population, a larger proportion of these roles are held by males.

Our data shows a significant reduction in our Median Pay Gap from 34% last year to 20% this year and our bonus gap has fallen from 52% to 41%. These changes are largely a result of our combination with Maclay Murray & Spens, where a majority of the population were based in Scotland.

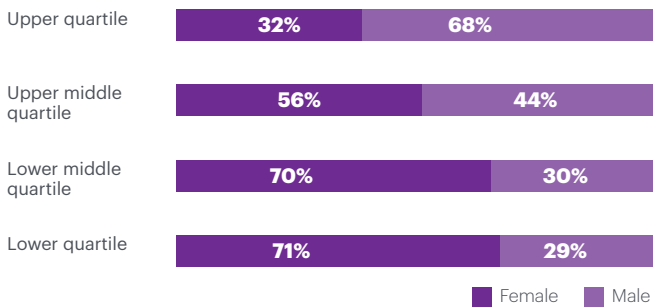
## Our Voluntary Data : UK population including our Partners

Our Partners are compensated with a mixture of Fixed Profit Share and Variable Reward . In order to provide a comparable measure we have used a comparison based on Full Time Equivalent Earnings.

### Pay & Bonus Gap (All UK - including UK Partner Population)

**56% Mean pay**                      **47% Median pay**  
**70% Mean bonus**                      **68% Median bonus**

### Pay Quartiles – Including UK Partner Population



Within our Partner population itself our average Gender Pay Gap is 14%.

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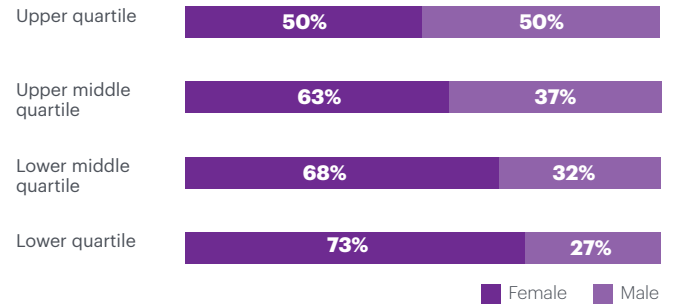
CSbrand-14643-UK-Gender-Pay-Gap-Factsheet\_04 — 03/04/2019

## Our Statutory Reportable Data (Excluding Partners)

### Pay & Bonus Gap

**24% Mean pay**                      **20% Median pay**  
**41% Mean bonus**                      **46% Median bonus**

### Pay Quartiles



### Bonus Paid in the 12 months to April 18

