

# UK GENDER PAY REPORT 2022

Weil

A commitment to diversity and inclusion has been at the core of our firm since Weil was founded and Weil has been a leader in investing in formal initiatives to cultivate an inclusive culture where all feel comfortable and encouraged to excel. We recognise that fostering an inclusive culture is crucial for us to attract, retain and develop the best talent and we are determined to continue our efforts to reduce our gender pay gap.

In addition to the mandatory reporting for all employees as required by the Equality Act, we have once again also voluntarily disclosed gender pay gap reporting in respect of our equity partners.

## PAY AND BONUS GAP

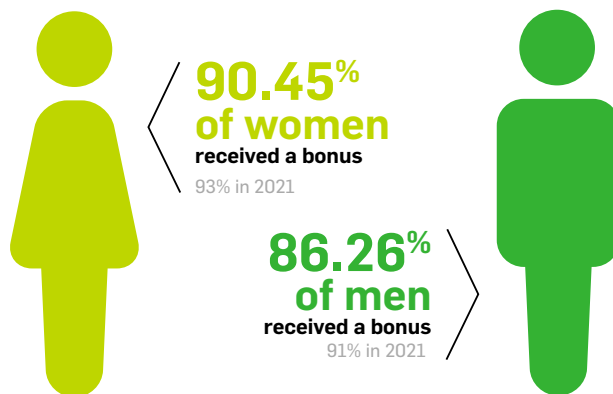
	MEAN	MEDIAN
<b>HOURLY PAY</b>	23.53%	34.21%
2021	30.15%	60.97%
<b>BONUS</b>	36.84%	67.5%
2021	46.46%	72.03%

## EQUITY PARTNER PAY GAP

(Voluntarily Disclosed)

	MEAN	MEDIAN
<b>EQUITY PARTNER PAY</b>	25.49%	3.92%
2021	31.98%	-6.52%

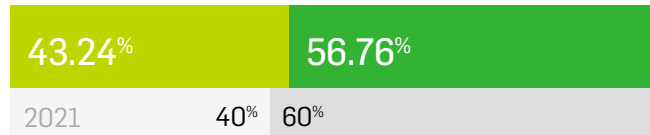
## PROPORTION OF WOMEN AND MEN RECEIVING A BONUS



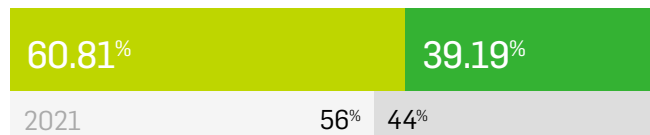
## EMPLOYEE PAY QUARTILES



### UPPER QUARTILE



### UPPER-MIDDLE QUARTILE



### LOWER-MIDDLE QUARTILE



### LOWER QUARTILE



This shows the gender distribution across Weil's London office in four equally sized quartiles, based on hourly pay.

Our gender pay gap report for 2022 includes UK equity partner compensation pay gap information for the corresponding period in 2022. This data excludes any benefits received by UK equity partners during the relevant reporting period.

## UNDERSTANDING OUR GENDER AND BONUS PAY GAPS

In 2022, our mean and median hourly pay gaps, as well as our mean and median bonus pay gaps, have all decreased significantly compared to previous years. We're also pleased to see a steady increase in the percentage of women in our top two pay quartiles, increasing each year since 2017 and reaching 52% this year.

Our gender and bonus pay gaps do not stem from paying men and women differently for the same or equivalent work. They are mainly the result of different roles in which men and women work within the firm. Although we employ more women than men overall in our London office, a larger proportion of women work in secretarial and junior business services roles.

Men and women have an equal opportunity to earn a bonus at Weil. As the gender bonus gap calculations are based on actual bonus amounts received and not on hours worked, our bonus gap is also in part due to the number of women who work part-time in the firm, as compared to men.

## WHAT ARE WE DOING TO ADDRESS OUR GENDER PAY GAP?

Promoting gender diversity in all areas of our workforce is a core commitment of the firm. Weil has a firm-wide Taskforce on Women's Engagement and Retention (TOWER), which is devoted to the retention and advancement of women at the firm. Our longstanding internal affinity group, Women\*@Weil, remains active with a continued focus on career development, in particular looking at recruitment, sponsorship, personal network and external responsibilities, all through the lens of gender equity. At the end of 2022, we introduced three Counsel co-chairs to this affinity group to ensure that its strategy, focus and programme of events are tailored to the evolving needs of the next generation of women. An example of this was a Women\*@Weil hosted panel discussion with the female members of Weil's firm-wide Management Committee on, and discussing issues affecting, women in the industry. The 2023 Women\*@Weil programme includes both internal and client-facing events and initiatives to continue the dialogue.

We also continue to promote our established internal mentoring and coaching programmes to help ensure that all employees receive the support they need to reach their full potential. Our mentoring programmes are available to all employees (with a significant number actively participating) and includes traditional mentoring, peer mentoring and our new Alumni mentoring programme that was launched in 2022.

Internal coaching, which has been in place since 2014, is widely used to give individuals an opportunity to define their career goals in a realistic way so they can actively work towards them. Coaching is also used as a core element of some of our Professional Development programmes to ensure that there is additional support to achieve their goals.

The success of these initiatives, and adoption of other means by which we can reduce our gender pay gap, is core to our plans for the future development of the London office.

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We confirm that the data in this report is accurate.



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