

UK Gender Pay Report 2020

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.

Our gender and bonus pay gaps do not stem from paying men and women differently for the same or equivalent work.

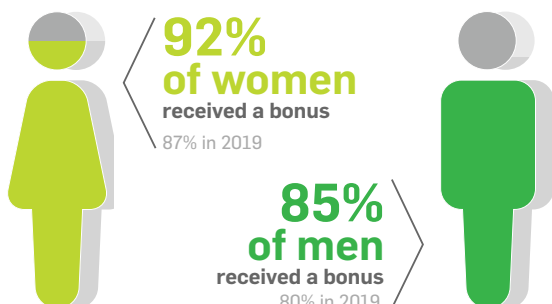
In addition to the mandatory reporting for all employees as required by the Equality Act, we have also voluntarily disclosed gender pay gap reporting in respect of our equity partners.

Pay and Bonus Gap

	Mean	Median
Hourly Pay	38.79%	61.22%
2019	39.40%	63.17%
Bonus	46.96%	71.24%
2019	46.41%	72.10%

This shows our mean and median pay gap based on hourly rates of pay, as of 5 April 2020 and 5 April 2019. It also shows the mean and median difference in bonuses paid to men and women in the 12 months to 5 April 2020 and the previous 12 months to 5 April 2019.

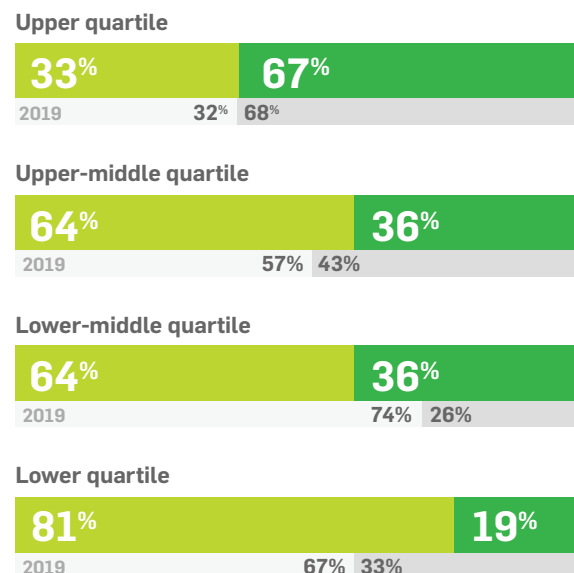
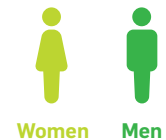
Proportion of Women and Men Receiving a Bonus



Equity Partner Pay Gap (Voluntarily Disclosed)

	Mean	Median
Equity Partner Pay	35.69%	50.00%
2019	25.28%	2.94%

Employee Pay Quartiles



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 2020 includes UK equity partner compensation pay gap information for the corresponding period in 2020 and compares it against the same data for 2019. This data excludes any benefits received by UK equity partners during the relevant reporting period.

Understanding our gender and bonus pay gaps

Our 2020 mean and median gender pay gaps, and median bonus pay gap have decreased compared to 2019 while the mean bonus gap has increased. The percentage of women and men receiving a bonus have both increased. The split by quartile has changed slightly- the percentage of women split in the lower pay quartile has increased (14.43%), the percentage of women in the lower middle quartile has decreased (10.23%), the percentage in the upper middle quartile has increased (6.77%) and the percentage of women in the top quartile has increased (1.33%).

Our gender and bonus pay gaps do not stem from paying men and women differently for the same or equivalent work. Our gender and bonus pay gaps 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 at Weil in London work in secretarial roles. We also have a larger percentage of women working in business services than men.

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 networking group Woman@Weil has been active through the Covid lockdown, with the London women partners hosting a very well-attended virtual career development networking session earlier this year. The session included internal panel sessions with recently promoted female and male partners and counsel from around the wider firm discussing their experiences, and a session moderated by female and male counsel on the professional development tools available to support everyone to advance their careers. The follow up to this session includes a focus on business development initiatives linking up across different offices. The inclusion of men in conversations around female advancement ensures that they are able to understand and support the firm's commitment to change in this area.

We have long-standing, and much used, internal mentoring and coaching programmes, including new parent coaching, which we were one of the first firms in the City to introduce in 2006. Internal coaching is available for all employees and has been in place since 2014 - the service is widely used to help employees refine the approach that they take in their own style. Our mentoring programmes are also available to all employees and include peer mentoring, and a reverse mentoring pilot including a number of women mentees of senior male partners. We've recently added an alumni mentoring programme matching existing employees with our alumni to gain experience from mentors who have experience of the firm and beyond in their chosen career direction. We have recently extended our mentoring offering to include the 30% Club's cross-company mentoring scheme.

The success of these initiatives and adoption of other ways in which we can reduce our current gender pay gap is core to our future plans for London.

We confirm that the data in this report is accurate.



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