

UK Gender Pay Report 2021

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.

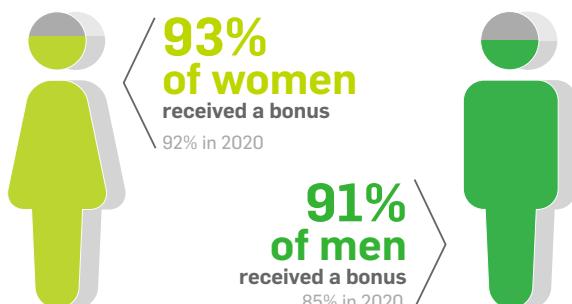
Our gender and bonus pay gaps do not stem from paying men and women differently for the same or equivalent work.

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	30.15%	60.97%
2020	38.79%	61.22%
Bonus	46.46%	72.03%
2020	46.96%	71.24%

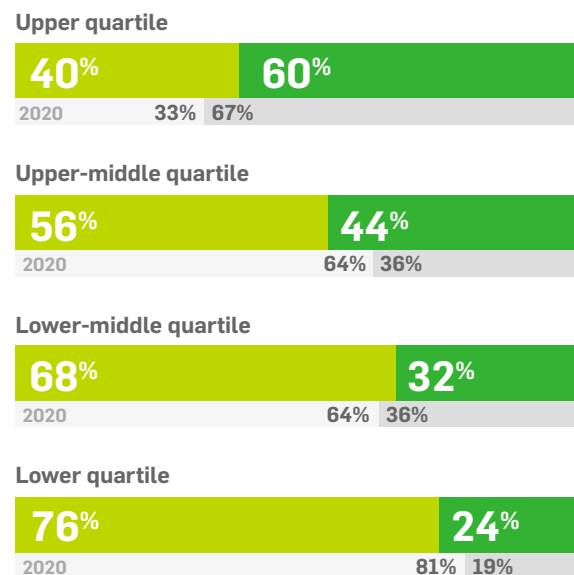
Proportion of Women and Men Receiving a Bonus



Equity Partner Pay Gap (Voluntarily Disclosed)

	Mean	Median
Equity Partner Pay	31.98%	-6.52%
2020	35.69%	50.00%

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 2021 includes UK equity partner compensation pay gap information for the corresponding period in 2021. This data excludes any benefits received by UK equity partners during the relevant reporting period.

Understanding our gender and bonus pay gaps

Our 2021 mean and median gender pay gaps, and mean bonus pay gap have decreased compared to 2020 while the median bonus gap has increased. The percentage of women and men receiving a bonus have both increased with more women than men again receiving one. The split by quartile has changed slightly – the percentage of women in the lower quartile has decreased and the percentage of women in the top quartile has increased.

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 remains active with a continued focus on career development. At the end of 2021, the London women partners hosted a hybrid session for all women fee earners in London centring on business development and which specifically looked at the ongoing promotion of: (1) identifying and capitalising on business development opportunities; and (2) the benefits of networking with women across different practice groups and Weil offices. Further follow up sessions form part of the 2022 Women@Weil programme.

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 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.



A handwritten signature in black ink that reads "Michael Francies".

Michael Francies
Managing Partner
London



A handwritten signature in black ink that reads "J.A. Kelly".

Jacky Kelly
Partner
London



A handwritten signature in black ink that reads "Reena Gogna".

Reena Gogna
Partner
London