

UK GENDER PAY REPORT 2024



A commitment to 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, supported and encouraged to excel. We recognise that fostering an inclusive culture is crucial for us to attract, retain and develop the best talent and that this requires a proactive and transparent approach, as reflected in the initiatives summarised below.

In addition to the mandatory reporting for all employees as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we have once again also voluntarily disclosed gender pay gap reporting in respect of our equity partners.

The gender pay gap is the difference between the average pay of women and men in an organisation. The gender pay gap calculations are not aimed at showing equal pay for equal work, which is required under the Equality Act 2010. We regularly review pay for all roles at Weil and we are confident that we pay women, men and non-binary people equally for equal work.

Please note that gender is referenced in our gender pay gap reporting in binary terms of women and men; we recognise that a number of people at Weil are non-binary and are not represented in our figures.

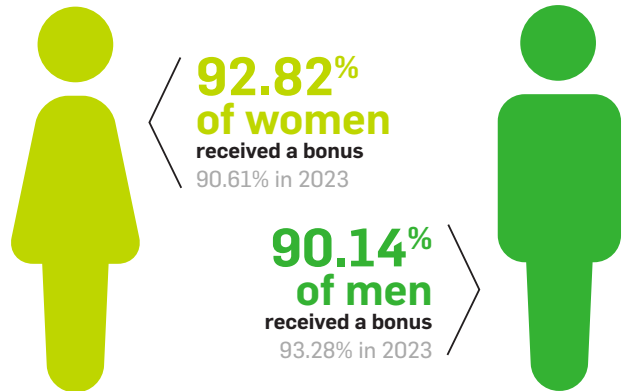
EMPLOYEE PAY AND BONUS GAP

	MEAN	MEDIAN
HOURLY PAY		
2023	26.42%	49.37%
	21.19%	44.94%
BONUS		
2023	26.29%	40.46%
	31.49%	38.46%

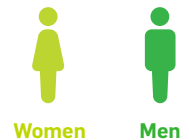
EQUITY PARTNER PAY GAP (Voluntarily Disclosed)

	MEAN	MEDIAN
EQUITY PARTNER PAY		
2023	18.41%	2.44%
	15.63%	-13.64%

EMPLOYEE PROPORTION OF WOMEN AND MEN RECEIVING A BONUS



EMPLOYEE PAY QUANTILES



UPPER QUANTILE

44.58%	55.42%
2023	45.68% 54.32%

UPPER-MIDDLE QUANTILE

44.58%	55.42%
2023	59.26% 40.74%

LOWER-MIDDLE QUANTILE

65.06%	34.94%
2023	66.67% 33.33%

LOWER QUANTILE

75.90%	24.10%
2023	70.37% 29.63%

Our gender pay gap report for 2024 includes UK equity partner compensation pay gap information for the relevant reporting period. This data excludes any benefits received by UK equity partners during the relevant reporting period.

UNDERSTANDING OUR GENDER PAY AND BONUS GAPS

In 2024 our mean and median hourly pay gaps have both increased, our mean bonus gap has decreased, and our median bonus gap has increased slightly. We have seen a decrease in the percentage of women in our upper-middle pay quartile, and an increase in the percentage of women in our lower quartile. Our percentage of women receiving a bonus has increased slightly.

Our gender pay and bonus gaps do not stem from paying women and men differently for the same, similar, equivalent, or equal value work; they are predominantly due to the distribution of our workforce as we have more women than men in secretarial and junior business services roles and more men than women in mid-level and senior-level fee earning roles.

Women and men have equal opportunities to earn bonuses at Weil. As the gender bonus gap is calculated using actual bonus amounts received and does not factor in hours contracted to work, our bonus gap is also in part due to more women than men working part-time at Weil.

GENDER INCLUSION AT WEIL

We have a number of programmes and initiatives in place to enhance the way we attract, retain, and develop exceptional talent regardless of gender. We recognise that retaining and developing women, particularly in mid-level and senior-level roles, is pivotal to narrowing our gender pay gap effectively. Our approach to the retention and development of all talent at Weil, including women, is upheld through regular, consistent and open dialogue with Weil's Executive Partner and the London office's Managing Partners.

TOWER

Ensuring equitable opportunities across all areas of our workforce is a core commitment of Weil. Weil has a global Taskforce on Women's Engagement and Retention (TOWER), which is devoted to the retention and development of women at Weil. Lois Deasey, a London office Restructuring partner, has served as one of the global Co-Chairs of TOWER since 2024. TOWER has set a strategic objective for 2025 to focus on Weil's European offices, of which London is the largest, and is planning a range of initiatives aimed at retaining and developing women particularly at mid-level and senior-level.

Women*@Weil affinity group

Women*@Weil is Weil's longstanding internal affinity group focused on ensuring that Weil is an inclusive workplace where all talent is retained and developed and where people have equitable opportunities in their career, regardless of gender. Initiatives in 2024 included career development programming, mentoring and networking

breakfasts/lunches/dinners, events with clients and alumni, early careers activities, pro bono work and social impact partnerships. In 2025 Women*@Weil will focus its initiatives on designing targeted programming based on feedback obtained from employees, refining relevant internal policies and procedures, and providing networking and community building opportunities to fee earners and business professionals at Weil.

Coaching and mentoring programmes

Our internal and external coaching and mentoring programmes provide structured platforms for all to access personalised guidance and support, and play a pivotal role in retaining and developing talented women at Weil.

Conclusion

The success of the above 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.

We confirm that the data in this report is accurate.



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