

UK GENDER PAY REPORT 2023



A commitment to diversity, equity 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, 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, we have once again also voluntarily disclosed gender pay gap reporting in respect of our equity partners.

Calculating a pay gap shows the difference in the average pay between two different groups in an organisation (e.g. women and men), regardless of job role or seniority. Pay gap calculations are not aimed at showing inequalities for the same role; equal pay for the same role is a legal requirement 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 the same roles. (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.)

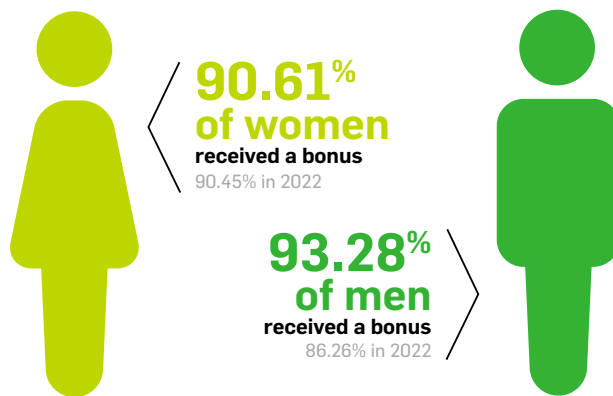
EMPLOYEE PAY AND BONUS GAP

	MEAN	MEDIAN
HOURLY PAY	21.19%	44.94%
2022	23.53%	34.21%
BONUS	31.49%	38.46%
2022	36.84%	67.5%

EQUITY PARTNER PAY GAP (Voluntarily Disclosed)

	MEAN	MEDIAN
EQUITY PARTNER PAY	15.63%	-13.64%
2022	25.49%	3.92%

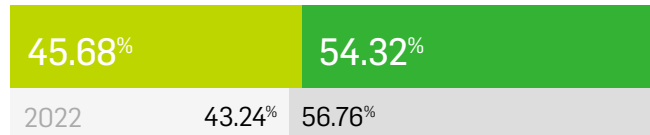
EMPLOYEE PROPORTION OF WOMEN AND MEN RECEIVING A BONUS



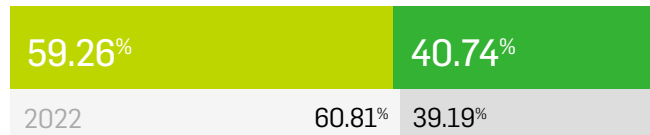
EMPLOYEE PAY QUARTILES



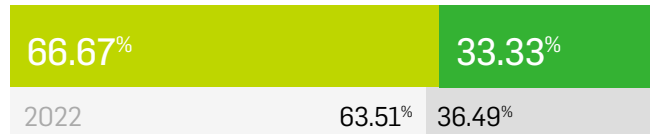
UPPER QUARTILE



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 2023 includes UK equity partner compensation pay gap information for the corresponding period in 2023. This data excludes any benefits received by UK equity partners during the relevant reporting period.

UNDERSTANDING OUR GENDER AND BONUS PAY GAPS

As part of our ongoing efforts to foster equality and inclusivity, we are pleased to report a decrease in our median bonus pay gaps, our mean hourly pay gaps, and our mean bonus pay gaps compared to previous years. We are also pleased to continue to see a steady increase in the percentage of women in our top pay quartile, increasing each year since 2017 and reaching 45.68% 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?

We recognise that retaining women, particularly in senior roles, is pivotal to narrowing this gap effectively and we have a number of initiatives in place as part of developing a workplace environment where all individuals feel valued and supported in their professional growth. We believe that our approach to the promotion and support of women at Weil is upheld through open, regular and consistent dialogue with our Firm's Executive Partner and the London Managing Partners.

TOWER

Promoting gender diversity in all areas of our workforce is a core commitment of the firm. Weil has a global Taskforce on Women's Engagement and Retention (TOWER), which is devoted to the retention and advancement of women at the firm. This year, we are delighted that London Restructuring partners, Lois Deasey, has been appointed as one of the global Co-Chairs of TOWER. TOWER has set a strategic objective for 2024 to focus on Weil's European offices, of which London is the largest, and is planning a range of initiatives aimed at supporting and advancing women at all levels.

Women*@Weil affinity group

Our longstanding internal affinity group, Women*@Weil, continues its focus on career development, in particular looking at recruitment, sponsorship, personal network and external responsibilities, all through the lens of gender equity. Initiatives in 2023 included events with

clients, mentoring breakfasts, speed networking, a career skills workshop, a panel event and graduate recruitment activities. The 2024 Women*@Weil programme will include internal and client-facing events and initiatives to continue the dialogue in these important areas.

Coaching and mentoring programmes

Fostering an inclusive and supportive workplace extends to our internal coaching and mentoring programs which have played a pivotal role in developing and retaining talented women within the firm. These initiatives have provided a structured platform for women to access guidance, support, and tailored career development opportunities.

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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