

UK Gender Pay Gap Report: 2020

At Mayer Brown International LLP, we are committed to the principle of equal opportunities and equal treatment for all employees. Our approach is simple, to recruit, reward, retain and develop people with regard to ability only. Independent benchmarking and our rigorous processes around compensation structures ensure our employees are paid equally for equivalent roles.

How are we doing?

Diversity and inclusion are embedded in our Firm strategy and is at the very core of our talent development initiative. While we work hard to narrow the gender pay gap, we have seen a slight increase in the gap between 2019 and 2020. We acknowledge there is still more to be done to ensure sustainable positive change but we are confident that we have the people, culture and drive to make a difference. The gap illustrated in the lower band pay quartiles below are reflective of a significantly higher number of female employees in our Business Service and Secretarial roles which contributes significantly to the pay gap data.

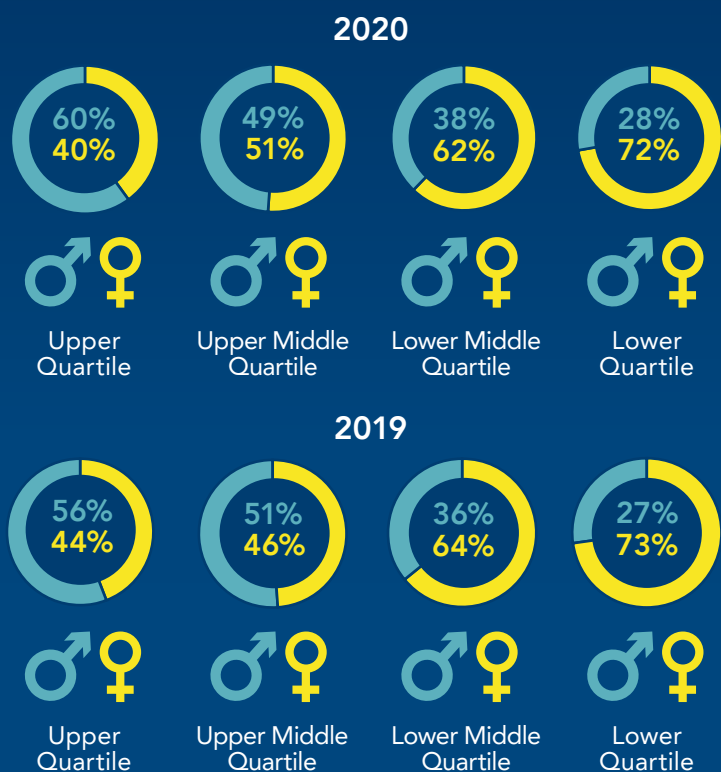
Key gender pay highlights for 2020 v's 2019

- A slight widening of the gender pay gap by 2.8 percentage points from 16.1% (2019) to 18.9% (2020).
- A narrowing of the gender pay gap in 3 of the 4 pay quartiles.

2020	Mean	Median
Gender Pay Gap	18.9%	43.3%

2019	Mean	Median
Gender Pay Gap	16.1%	35.7%

Pay Quartile by Gender



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Bonus Gap

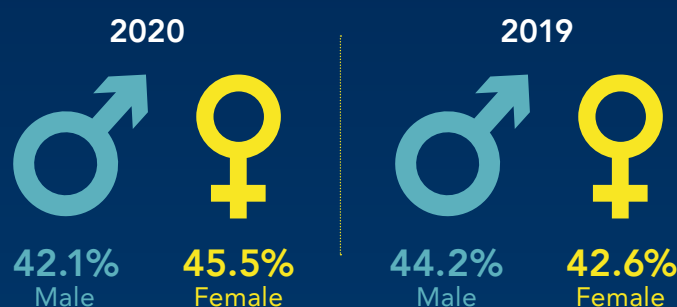
Our data shows that we paid out more and higher bonus awards in 2020 compared to 2019 in relation to women in our London office. However, our 2020 data demonstrates that a gender bonus gap remains. This has proven challenging for a number of reasons;

- The nature of the business enables fee earners to earn higher bonus awards than business service employees and while we have a fairly even gender split between fee earners the majority of our business service employees are female.
- The methodology of the bonus gap calculation is based on actual awards rather than full time equivalents and most of our part-time employees are female.

Proportion of employees receiving a bonus

2020	Mean	Median
Gender Bonus Gap	39.0%	55.7%

2019	Mean	Median
Gender Bonus Gap	31.5%	61.5%



What have we been doing to address our gender pay gap?

We take our responsibility to promote diversity and equal opportunities very seriously and are committed to achieving a greater gender balance at all levels within the Firm. Below are some examples of the work we have been doing to address our gender pay gap.

- In January 2020, we promoted 34% of women into the partnership, this increased to 100% in January 2021
- We recently signed on to the Mansfield Rule in the UK. Accreditation under the UK's Mansfield Rule 1.0 requires law firms to demonstrate that at least 30 percent of candidates considered for at least 70 percent of key positions and activities in the UK are women, lawyers from underrepresented racial/ethnic groups, LGBT+ lawyers and/or lawyers with disabilities
- We provide free membership to the Ellevate Network, one of the largest professional communities for women, providing access to an array of career development resources
- We partner with the Reignite Academy in the UK, providing six-month placements for women who want to reignite their career in a city law firm following a break from practicing law. The placements enable women to build their confidence, skills and networks needed to drive their careers forward, and provide support in finding permanent positions
- We have made structural changes to the Firm's leadership framework to help promote more women into leadership roles and facilitate more frequent rotation of people within these roles
- We continue to expand on our internal programmes, such as the global Talent Development Plan to drive our D&I commitment forward
- We work internally, as well as engage externally with a number of bodies to support women's development, improve networking opportunities, provide mentoring, career coaching and transparency in the partner promotion process
- We continue to review our internal working policies such as time recording and work allocation to remove any potential biases
- We actively encourage the use of our flexible and agile working initiatives and regularly review our family friendly policies
- We provide regular mandatory Respect at Work training and Unconscious Bias training for all staff
- We continue to work closely with our local and global women's networks who are extremely active in the promotion of female talent.

I confirm that the data in this report is accurate.

Sally Davies,
Senior Partner