

SLAUGHTER AND MAY /

UK PAY GAP REPORT

2023





Contents

This report sets out our gender pay gap data in accordance with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, where employers with over 250 employees in the UK are required to publish their gender pay gap data annually. We are required to publish and report our gender pay gap data within 12 months of a data ‘snapshot date’.

The snapshot date is 5 April 2023 and this date has been used to calculate all employee numbers in this report. The gender pay gap in this context is the difference between the average earnings of men and women, expressed relative to men’s earnings.

We also share, on a voluntary basis, our ethnicity, socio-economic background, disability and LGBTQ+ pay gap figures, as well as some partner information.

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FOREWORD

At Slaughter and May, we're committed to ensuring a diverse and inclusive workplace. We know that different backgrounds and viewpoints enable us to provide the best advice to our clients. We also recognise how providing an inclusive workplace is key to attracting and retaining the best talent and creating an environment where our people can thrive.

Over the past several years, we've set ambitious targets to help us build on our diversity and inclusion work to date. We collect and analyse voluntary diversity data to measure our progress against these targets and help identify where we need to focus our efforts.

We believe transparent reporting is an essential part of holding ourselves accountable and driving meaningful change. This yearly pay gap report plays an important role in our diversity and inclusion initiatives by encouraging a consistent and data-driven approach.

As before, this report shares voluntary data on our ethnicity pay gap in addition to mandatory reporting on gender. This year, in the spirit of transparency and continuous improvement, we've broadened its scope to also include voluntary reporting on socio-economic background, disability, and LGBTQ+ data.

We're delighted to share some highlights from 2023:

- 40% of partner promotions were women and 30% were from ethnic minority backgrounds.
- All associates at the same level are paid the same and we're very proud to have a marginal gender pay gap and no bonus gap.
- We have no pay or bonus gap between women and men trainees.
- 29% of our partnership are women.
- Two thirds of our executive leadership are women.
- 83% of our Business Services senior leaders are women.
- 12% of our partnership are from ethnic minority backgrounds.
- We have a pay gap in favour of our disabled employees.
- We have a pay gap in favour of our LGBTQ+ employees.
- Our LGBTQ+ population ranks in the Law.com top 5 law firms for LGBTQ+ representation in the UK.
- We became the first major law firm to announce social mobility targets with an ambition for 25% of the workforce to be from a lower socio-economic background by 2033.
- 35% of our Business Services team are from lower socio-economic backgrounds.

While we know we have more to do, we're proud of our progress on diversity and inclusion more broadly. We're confident that the initiatives outlined in this report and our related Responsible Business efforts will allow us to continue to foster an inclusive environment and deliver long-term, sustainable change within Slaughter and May. More information about what we're doing to improve diversity and inclusion within our firm can be found in our [2023 Responsible Business Report](#).

We confirm the data in this report is accurate.



Jill Hoseason
Chief Operating Officer



Jonathan Clarke
Chief People Officer

DIVERSITY & INCLUSION HIGHLIGHTS

At Slaughter and May we focus on fairness for women and under-represented groups, within the firm and across our stakeholders. A key part of this is cultivating an inclusive culture, embracing and encouraging individuality. We hold every one of our people accountable for delivering on this commitment. Partners and people managers across the firm work together with the D&I team to deliver our key priorities and make continuous improvements. We have made progress over several areas and would like to share some of the highlights of that work with you.

A key highlight this year was becoming the first major law firm to set social mobility targets in the UK to increase socio-economic diversity in the firm.

These targets, coupled with a robust action plan, build on the work we have been doing over the last decade to upskill, inspire and equip young people from lower socio-economic backgrounds to pursue a career in law, as well as focused efforts on development and progression.

In 2023 we rolled out a firmwide D&I programme, Everyday Inclusion, with the aim of having a firm-wide conversation on bringing impactful inclusive behaviours into the workplace. The programme is designed to coach everyone in how they can 'call out' non-inclusive behaviours and 'call in' the contribution of colleagues who experience them. This was further complemented by the introduction of Hemisphere, an online training

programme designed for interviewers and people managers to enhance race and ethnicity awareness and fluency.

We introduced a mentoring programme to support the development of Black heritage associates and trainees. The programme aims to provide additional career guidance, talent development opportunities and senior allyship, as well as enhance partner capacity to support and develop diverse talent at the firm.

We have undertaken work to integrate D&I further across the firm, focusing on the employee experience. This includes recruitment activity - in 2023 we partnered with 10,000 Black Interns, and later in 2024 Solicitor apprenticeships will open for applications. At a practice and business unit level, our HR managers work closely with leaders to monitor work

allocation and progression of talent. All of this work continues to be overseen by our Partnership Board, who continue to drive a focus on D&I as a strategic priority.



Jane Edwarde
Real Estate Group Head
and D&I partner



Samay Shah
Financing partner
and D&I partner

KEY FINDINGS

Gender

The overall proportion of women in the upper quartile for all employees across the firm has increased, with slightly more women than men in these groups.

Our 2023 employee mean gender pay gap slightly increased compared to 2022 (from 13.8% to 14.7%), however our median pay gap slightly decreased (from 41.7% to 39.8%).

Mean and median gender bonus gaps have decreased compared to 2022 (from 27.9% to 19.4% and 42.9% to 38.7% respectively).

Ethnicity

The mean and median pay gaps remain between white and ethnic minority employees, with white employees continuing to receive a greater mean and median hourly rate of pay.

Our 2023 employee ethnicity mean pay gap decreased compared to 2022 (from 14.3% to 9.5%). Our employee ethnicity median pay gap increased in 2023 compared with 2022 (from 11.1% to 14.3%). Mean and median ethnicity bonus gaps increased compared to 2022 (from 10.2% to 12.1% and 5.6% to 13.2% respectively).

Socio-economic background

2023 is the first year we have reported on our socio-economic background pay gap for our employee population using the 'parental occupation at age 14' metric.

There is a mean and median pay gap between intermediate and professional occupations (7.0% and 45.3% respectively), lower and professional occupations (27.3% and 48.3% respectively) and lower and intermediate occupations (10.3% and 5.4% respectively), with professional followed by intermediate occupations receiving a greater mean and median hourly rate of pay.

Our socio-economic pay gap is impacted by a higher percentage of Business Services employees being from a lower socio-economic background (35%).

Disability

2023 is the first year we have reported on our disability pay gap for our employee population. The mean and median pay gaps between non-disabled and disabled employees are negative, meaning that from the data we have available for 2023, on average, disabled employees earned more than non-disabled employees.

LGBTQ+

2023 is the first year we have reported on our LGBTQ+ pay gap for our employee population. The mean and median pay gaps between heterosexual and LGBTQ+ employees are negative, meaning that from the data we have available for 2023 LGBTQ+ employees have higher average pay when compared to heterosexual employees.

Understanding the numbers

HOURLY PAY

Hourly pay for all eligible individuals in receipt of full pay in April 2023.

MEAN

Individuals' hourly pay totalled then divided by number of individuals.

MEDIAN

Individuals' hourly pay ranked then middle value identified.

PROPORTION OF MEN AND WOMEN IN EACH QUARTILE BAND

Divided into quartiles.

BONUS GAP

Actual bonuses paid to individuals in the 12 months to April 2023.

PROPORTION RECEIVING A BONUS

In the 12 months to April 2023, of those employed in April 2023.



GENDER PAY GAP

Employee Gender Pay Gap Summary

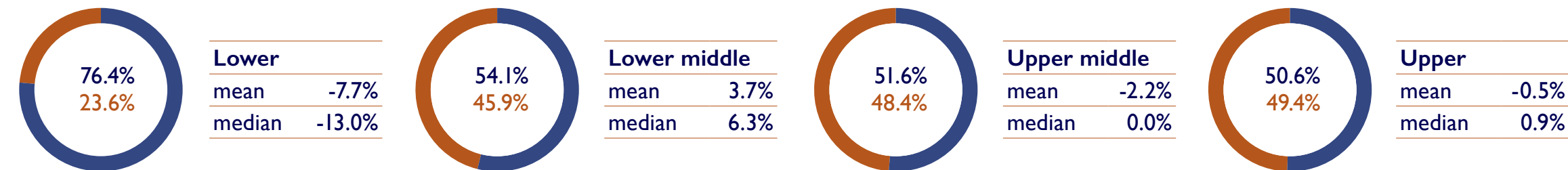
Hourly pay gap



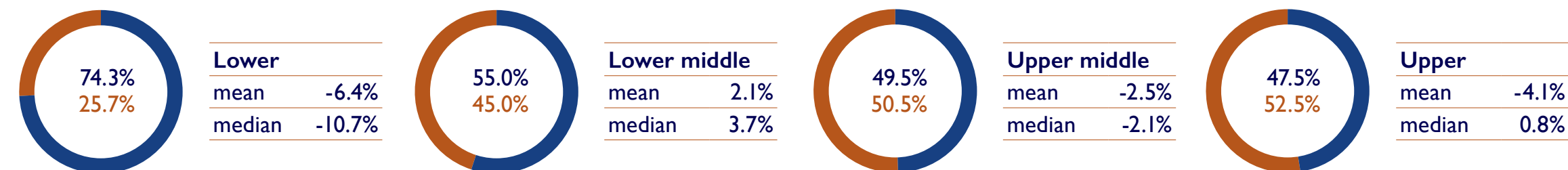
Proportion of women and men in each of four quartile pay bands. Based on pay period 1-30 April

■ Women ■ Men

2023



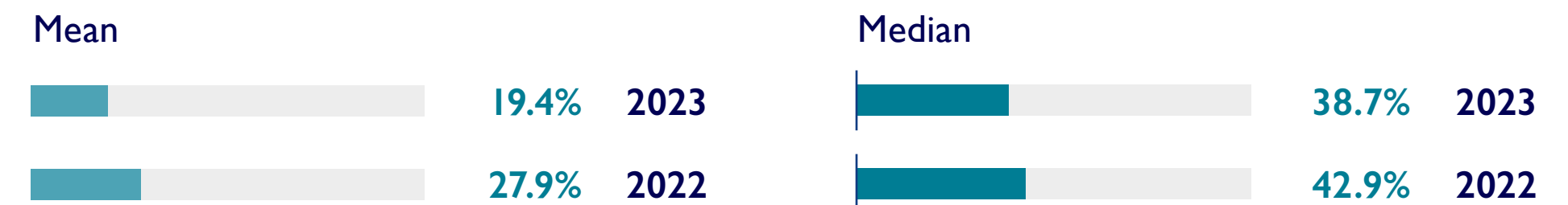
2022



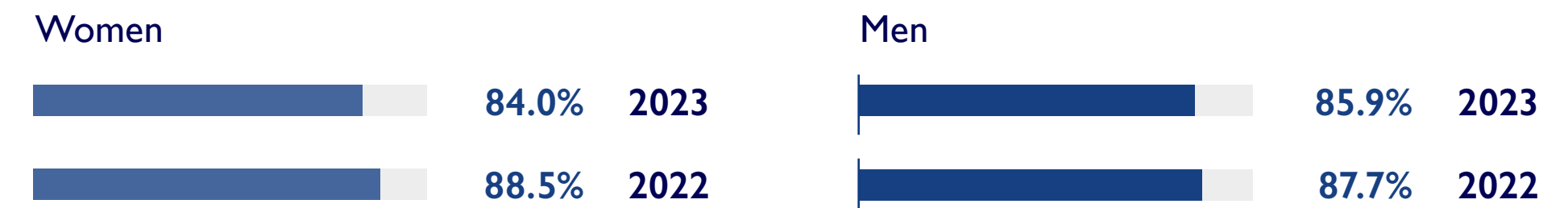
Our gender pay gap reporting has been produced in accordance with the regulations, and shows the difference in pay between women employees and men employees.

Gender Bonus Gap Summary

Annual Bonus Gap



Proportion of women and men who received a bonus in the pay period



// As part of the firm's continuing efforts to foster gender diversity, a Discussion Series hosted by partners was held for all women fee-earners to create the opportunity to have open, honest and frank discussions about a career at the firm and further build internal networks. //



Tanja Veling
PSL Counsel
GEN (Gender Equality Network)
co-chair



GENDER PAY GAP

We are delighted that the gender pay gaps for our associates are marginal and we have no bonus pay gap, as shown by the figures below. Our associates with the same number of years' experience are paid the same salary and receive the same bonus percentage.

Associate Gender Pay Gap

Hourly pay gap



Associate Bonus Gap

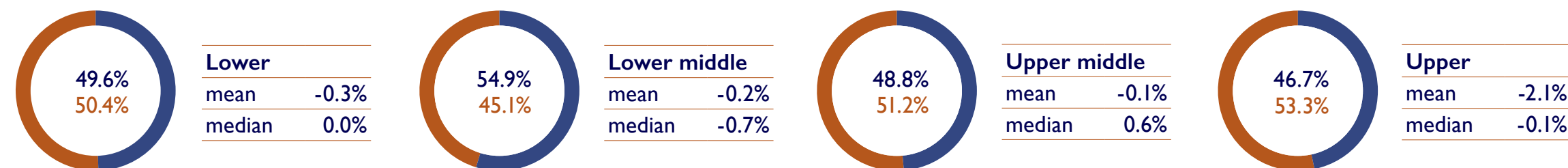
Annual bonus gap



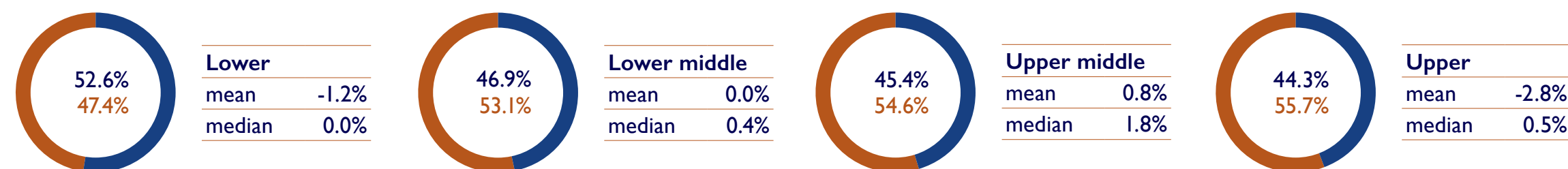
Proportion of women and men in each of four quartile pay bands. Based on pay period 1-30 April

■ Women ■ Men

2023



2022



Proportion of women and men who received a bonus in the pay period



The data featured in the next two pages cover our two largest employee populations at the firm – associates and Business Services. We have chosen to provide this for transparency; it is not required as part of the statutory disclosures.

GENDER PAY GAP

Business Services Gender Pay Gap

Hourly pay gap



Business Services Bonus Gap

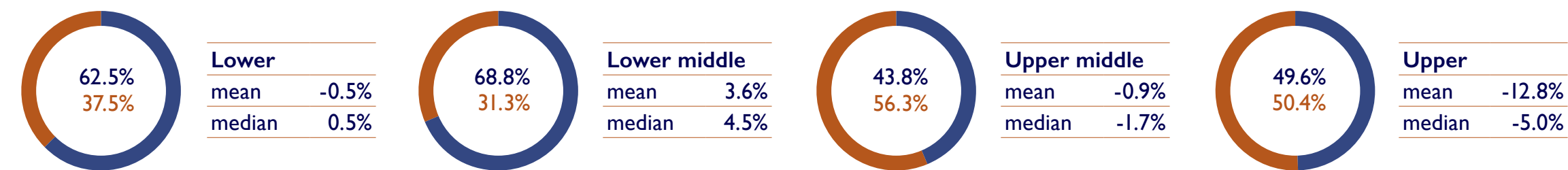
Annual bonus gap



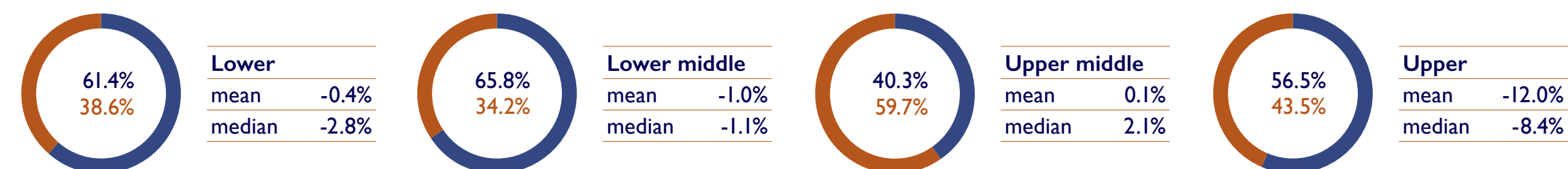
Proportion of women and men in each of four quartile pay bands. Based on pay period 1-30 April

■ Women ■ Men

2023

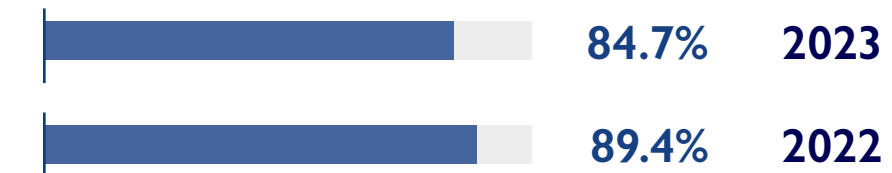


2022

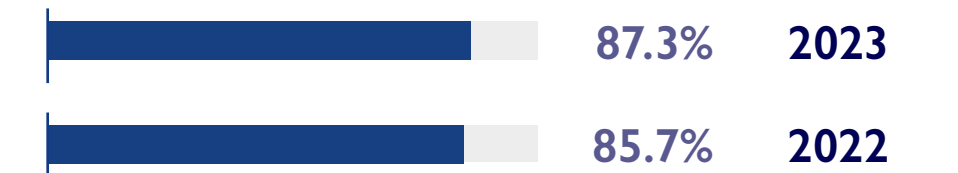


Proportion of women and men who received a bonus in the pay period

Women



Men



For the purpose of these calculations, the pay gap for Business Services as a whole has been calculated using data from all our employees, except associates, trainee solicitors and executive assistants.



ETHNICITY PAY GAP

Ethnicity Pay Gap Summary

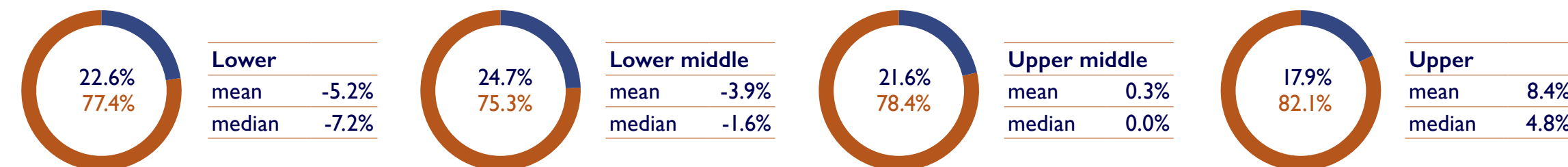
Hourly pay gap



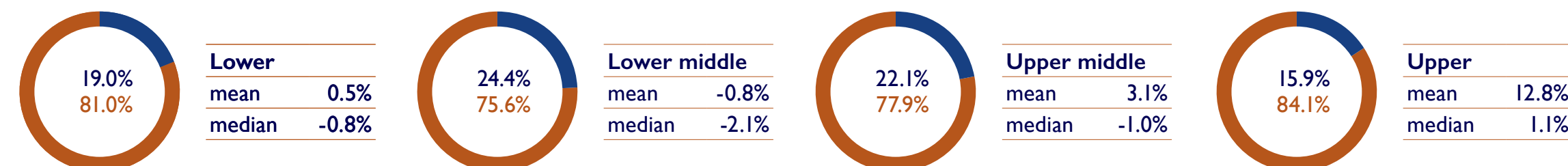
Proportion of ethnic minority and white employees in each of four quartile pay bands. Based on pay period 1-30 April

■ Ethnic Minority ■ White

2023

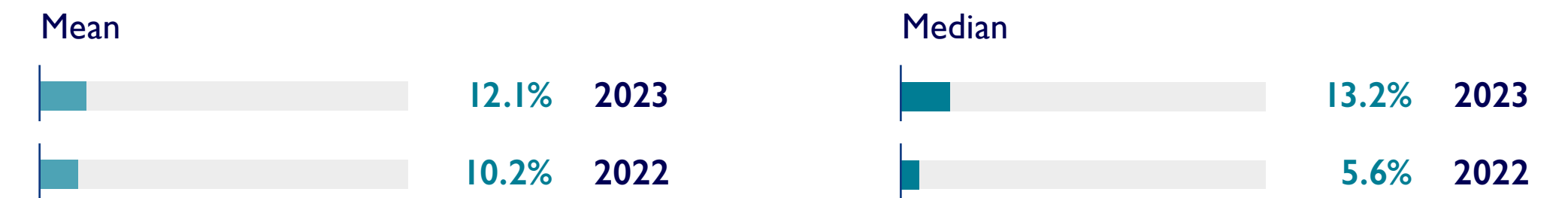


2022



Ethnicity Bonus Gap Summary


Annual bonus gap



Proportion of ethnic minority and white employees who received a bonus in the pay period



// The Black Counsel Forum 2023 provided an excellent opportunity for Black lawyers working in-house, in private practice and at the Bar to connect and learn from one another. //



Eniola Oyesanya
Disputes and Investigations Associate

Our ethnicity pay gap reporting has been produced on the same basis as our regulatory gender pay gap reporting, and shows the difference in pay between ethnic minority employees and white employees.

A positive gap for the ethnicity figures means that white employees are paid more than ethnic minority employees, whilst a negative gap means ethnic minority employees are paid more than white employees.

Reporting on these statistics relies on individuals disclosing their ethnicity. This voluntary disclosure means that there are individuals who have not provided this information and we continue to

encourage our employees to complete this information in a drive to increase the overall disclosure rate. 94% of our employees shared their ethnicity details.

SOCIO-ECONOMIC BACKGROUND PAY GAP

Socio-economic background Pay Gap Summary

2023 progress

Hourly pay gap (Intermediate vs Professional)



Hourly pay gap (Lower vs Professional)



Hourly pay gap (Lower vs Intermediate)



- In July 2023 we became the first major law firm to set Social Mobility targets aimed at increasing the representation of all employees from a lower socio-economic background to 25%.
- A leadership team worked together with the Bridge Group, a non-profit consultancy, to set the targets and an action plan to increase socio-economic diversity across the firm.
- We released a [social mobility report](#) in December 2023 sharing insights and good practice on setting Social Mobility targets.
- We are a founding partner of 93% Professionals. 93% Professionals is a new online and in-person network, created by 93% Club, which aims to connect state-educated professionals across the UK, providing members with a community of peers to support them as they enter and progress in their chosen career.

The indicator we have used for socio-economic background pay gap reporting is 'parental occupation at age 14'.

Our socio-economic background pay gap reporting has been produced on the same basis as our regulatory gender pay gap reporting, and shows the difference in pay

between professional, intermediate and lower parental occupational backgrounds.

A positive gap for the professional figures means that employees with professional parental occupational backgrounds are paid more than employees with intermediate or lower parental occupational backgrounds,

whilst a negative gap means employees with intermediate or lower parental occupational backgrounds are paid more than employees with professional parental occupational backgrounds.

Reporting on these statistics relies on individuals disclosing their socio-economic

background. This voluntary disclosure means that there are individuals who have not provided this information and we continue to encourage our employees to complete this information in a drive to increase the overall disclosure rate. 73% of our employees provided their socio-economic background details.

// We have thoroughly enjoyed Co-Chairing SoMo, the firm's social mobility network. The network has grown rapidly over the past year and now has over 150 members. It's been great to see so many people from all different departments around the firm support our network and become more involved in SoMo activity, including seeing almost 100 of us at our off site social in June to celebrate National Social Mobility Awareness Day. //



Chloe Halloran
Associate
SoMo (social mobility network) co-chair



Amy Hughes
Associate
SoMo (social mobility network) co-chair

DISABILITY PAY GAP

We have a pay gap in favour of our disabled employees, as shown by the figures below.

Disability Pay Gap Summary

Hourly pay gap



2023 progress

- Conducted a review of our disability policies and processes led by a dedicated workplace adjustments working group.
- Empowered (the firm’s disability and health network) hosted its first Disability Awareness month raising awareness about neurodiversity through learning and storytelling.
- We partner with external organisations including Business Disability Forum to help us become more disability smart and MyPlus Consulting in supporting graduates with disabilities.

Our disability pay gap reporting has been produced on the same basis as our regulatory gender pay gap reporting, and shows the difference in pay between disabled employees and non-disabled employees.

A positive gap for the disability figures means that non-disabled employees are paid more than disabled employees, whilst a negative gap means disabled employees are paid more than non-disabled employees.

Reporting on these statistics relies on individuals disclosing their disability. This voluntary disclosure means that there are individuals who have not provided this information and we continue to encourage our employees to complete this information in a drive to increase the overall disclosure rate. 93% of our employees shared their disability details.

Definition of disability used in this report as set out in section 6 of the Equality Act 2010. A person has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

LGBTQ+ PAY GAP

We have a pay gap in favour of our LGBTQ+ employees, as shown by the figures below.

LGBTQ+ Pay Gap Summary

Hourly pay gap



2023 progress

- We hosted an LGBTQ+ conference for our Best Friend Firm’s LGBTQ+ networks, bringing together LGBTQ+ and ally members from across Europe. The conference featured a number of sessions exploring best practice including, authentic leadership from Stonewall, and allyship to the Ace, Aro, Trans communities featuring guest speaker and leading asexual activist, Yasmin Benoit.
- We are a Stonewall Global Diversity Champion and take part in the Stonewall Workplace Equality Index.
- Our established LGBTQ+ and allies network, PRISM, have a women and non-binary committee (WNB) which provides support for women and non-binary (“WNB”) people within the firm and hosts regular informal networking sessions.

// PRISM, our LGBTQ+ and allies network, is important because being able to talk freely about our personal lives at work is key to creating an inclusive and diverse environment. The open forum that PRISM provides enables discussions on LGBTQ+ topics in a safe space where I can share my experiences with my colleagues freely. //



Liam Reynolds
Associate
Prism (LGBTQ+ network)
co-chair

// PRISM, our LGBTQ+ and allies network aims to support members of our LGBTQ+ community in being their authentic selves. Being a member of PRISM is important to me as it provides a space for LGBTQ+ people at the firm to find support, understanding and build a community. //



Emily Bradley
Senior Professional
Support Lawyer
Prism (LGBTQ+ network)
co-chair

Our LGBTQ+ pay gap reporting has been produced on the same basis as our regulatory gender pay gap reporting, and shows the difference in pay between LGBTQ+ employees and heterosexual employees.

A positive gap for the LGBTQ+ figures means that heterosexual employees are paid more than LGBTQ+ employees, whilst a negative gap means LGBTQ+ employees are paid more than heterosexual employees.

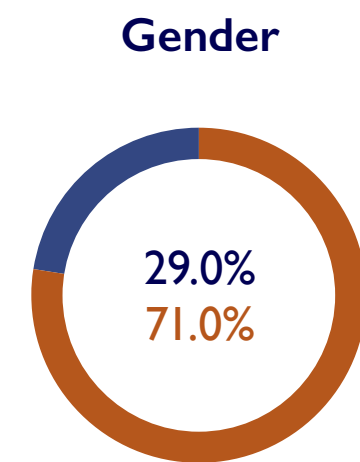
Reporting on these statistics relies on individuals disclosing their sexual orientation. This voluntary disclosure means that there are individuals who have not provided this information and we continue to encourage our employees to complete this information in a drive to increase the overall disclosure rate. 89% of our employees shared their sexual orientation.

PARTNER COMPOSITION

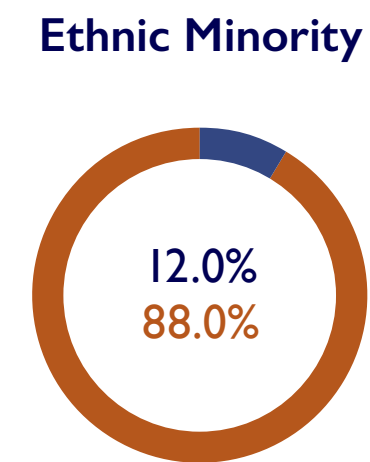
As a full lockstep firm all partners promoted at the same time receive the same pay.

Slaughter and May is a general partnership. Our partner pay is a true lockstep, meaning that partners promoted to the partnership at the same time are remunerated equally. For clarity, our partners are not paid a salary; instead they take a share of the profits. They also do not receive any additional payments, such as bonuses.

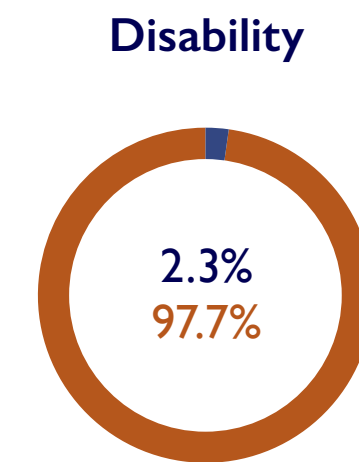
The pay gap legislation only allows inclusion of employees and does not permit us to include our partners in the statutory calculations. However, to help our efforts to tackle gender imbalance, in addition to the mandatory reporting for all employees as required by the Equality Act, we have also voluntarily included some data in respect of our partners to offer a more transparent view of the firm.



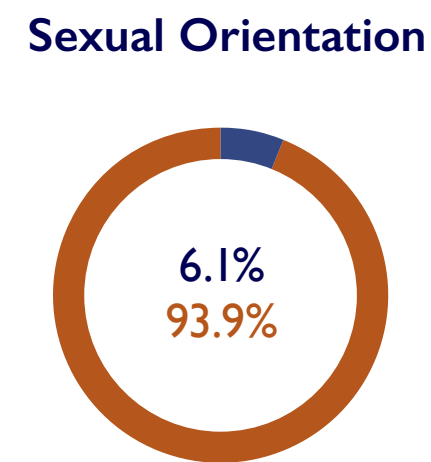
- Women
- Men



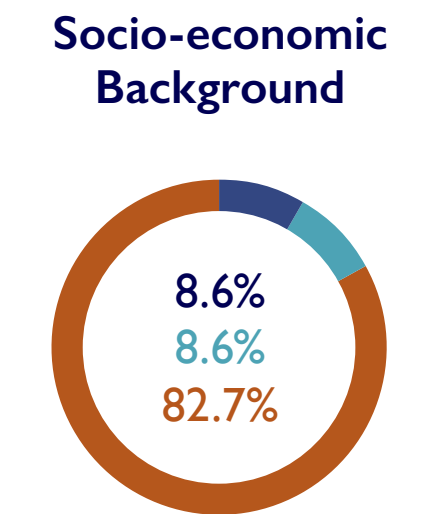
- Ethnic Minority
- White



- Disabled
- Non-disabled



- LGBTQ+
- Heterosexual



- Lower
- Intermediate
- Professional

