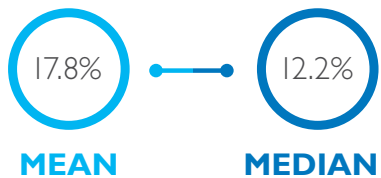


GENDER PAY GAP REPORT 2017

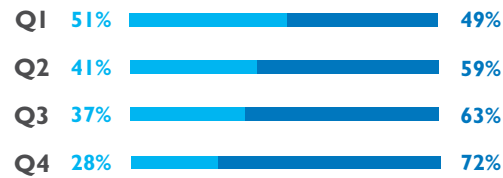
At DLA Piper, we are firmly committed to diversity and inclusion. We are focused on creating a culture that is inclusive of all where everyone has an opportunity to succeed and where pathways to success are transparent. We believe that our approach to diversity and inclusion enables us to attract the best talent, build the most effective teams and deliver the highest level of client service.

GENDER PAY GAP IN HOURLY PAY



Our gender pay gap is based on UK employee hourly pay as at 5th April 2017.

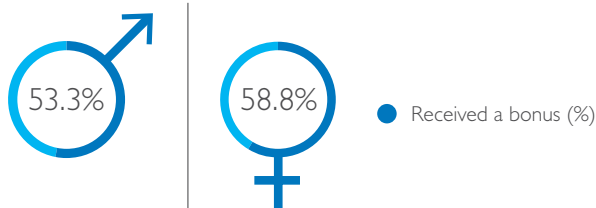
PAY QUARTILES



The pay quartiles are calculated by sorting the entire population of employees from highest to lowest hourly pay rate and dividing that list into four equal parts, we then work out the percentage of men and women in each quartile.



PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



The gender symbols show the percentage of women and men who received a bonus between 6 April 2016 and 5 April 2017.

GENDER BONUS GAP



Our bonus gender pay gap is based on all bonuses received between 6th April 2016 and 5th April 2017. The 0% median bonus gap is a result of a large population of business services employees receiving an equal, fixed end of year bonus amount.

GENDER BALANCE AT DLA PIPER

We have welcomed the opportunity to review our gender pay gap, and to build on the initiatives we already have in place.

Our Gender Pay Gap is influenced by a number of factors, including skill, location and work pattern differences. We were pleased to be able to show that men and women are equally distributed within the top salary quartile (Q1), indicating a relatively equal gender split in the highest paid roles, however there is more work to be done to ensure we strive for a good gender balance at all levels of our organisation.

We have put in place a number of actions to help address differences in gender representation and any potential disparities in pay:

- We have developed and implemented a Gender Talent Pipeline Roadmap to develop the pipeline of women into partnership and increase the proportion of women within leadership roles.
- Our programme of Unconscious Bias training is being rolled-out across the firm to raise awareness of gender stereotypes, individual biases and how these biases potentially impact decision making within our people processes.
- We have introduced Maternity & Parental Coaching for individuals taking maternity/parental leave to help support them through this transitional period. Coaching is also offered to partners/managers to support the transition and facilitate an effective return to work.
- We were recognised as ‘Shared Parental Leave Pioneers’ by ‘Working Families’ following the introduction of our progressive and competitive shared parental leave policy and are encouraging new fathers to take this up.
- Our Agile Working and Flexible Lawyers programmes, recognise that people may want to work in a different way at different points in their life. We’re recognised as leaders for our approach to agile working, including the promotion of individuals at all levels working on a flexible work pattern and fee-earner job share arrangements.

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DLA Piper is a global law firm operating through various separate and distinct legal entities. Further details of these entities can be found at www.dlapiper.com.

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- We have a global Leadership Alliance for Women (LAW) resource group, focused on the advancement of women and strengthening the pipeline of female talent by providing opportunities to gain valuable career guidance and mentoring, while developing their professional networks.
- We continually moderate salary and bonus decisions across all functions and all promotions are reviewed and assessed for the impact of gender bias.

DLA Piper won the European Women in Business Law award for best gender diversity initiative by an international firm in 2017 for the fourth consecutive year and was named as a finalist for the Law Society Excellence Awards in 2017 in the diversity and inclusion category.

We are committed to doing all we can to reduce our gender pay gap and ensuring DLA Piper remains an inclusive and supportive environment for all our employees.

I confirm that the data reported above is accurate.



SANDRA WALLACE

UK Managing Partner