

Gender Pay Gap - Report 2018

At DLA Piper, diversity and inclusion underpin our values and all that we do. We know that the rich diversity across our firm makes us stronger, more innovative and creative - which helps us to better serve our clients and communities. Diversity goes beyond visible differences and includes the unique blend of talent, experiences and perspectives each individual brings. We are committed to providing an inclusive working environment, where everyone can bring their whole self to work.

Gender pay gap in hourly pay

Our gender pay gap is based on UK employee hourly pay as at 5th April 2018. Our data refers to both the fee-earner and business services population.

Mean hourly pay

Female Male
£26.5 £32.3

Gender pay gap

17.8%

Median hourly pay

Female Male
£22.4 £26.6

Gender pay gap

15.8%

Gender bonus gap

Our bonus gender pay gap is based on all bonuses received between 6th April 2017 and 5th April 2018. 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.

Bonus mean

Female Male
£2,439 £5,656

Gender pay gap

56.9%

Bonus median

Female Male
£750 £750

Gender pay gap

0%

Proportion of males and females receiving a bonus payment

These figures show the percentage of women and men who received a bonus between 6 April 2017 and 5 April 2018.

FEMALE RECIPIENTS

57.8%

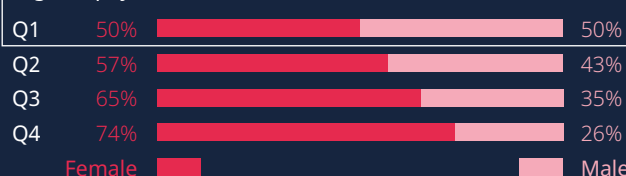
MALE RECIPIENTS

55.5%

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.

Highest pay rate



UK partner data

All employers in the UK with more than 250 employees are required to provide the government with data on their gender pay gap on a yearly basis. However, our partners are remunerated differently to employees and fall outside of the scope of statutory gender pay gap reporting. In the interests of transparency, providing a benchmark on which to build greater gender parity and to mark progress with consistency across the firm, we also report our gender pay data for partners voluntarily, and in addition to the statutory requirement. The numbers underline the importance of our continuing focus on female representation at partner level.

Partner gender pay gap — remuneration

Our partner gender pay gap is based on UK partner profit share and bonus awarded under the 2017 Partner Remuneration Review.

Mean gender
pay gap

20.8%

Median gender
pay gap

26.7%

Percentages are in favour of male employees

Partner gender bonus gap

Our UK partner bonus gender pay gap is based on partner bonuses received in the 2017 Partner Remuneration Review. The 0% median bonus gap is a result of large number of male and female partners receiving the same bonus amount.

Bonus mean
gender pay gap

15.6%

Bonus median
gender pay gap

0%

Percentages are in favour of male employees

Proportion of male and female partners receiving a bonus payment

The figures show the percentage of female and male partners who received a bonus in the 2017 Partner Remuneration Review.

FEMALE RECIPIENTS

47.6%

MALE RECIPIENTS

50.5%

Gender balance at DLA Piper

We first published our gender pay data in 2018 and now welcome the opportunity to share how we have pursued progress for greater diversity and equality since.

This year we consulted with our people across the International firm to refresh our values, which have a culture of inclusion, support and collaboration at their core. Our strategy for embedding an inclusive environment continues to focus on our culture; including encouraging agility, challenging bias and supporting working parents as specific actions to address pipeline issues for female lawyers and business services professionals.

The increase in the proportion of women in the upper quartiles demonstrates that some of the actions we have been taking are having a positive impact. Additionally, we are already seeing a marked improvement in female representation at partner level. In the UK, the percentage of female partners increased from 18% to 19% in just a year.

While our 2018 pay gap stands comparison with the largest 25 UK law firms, we recognise that we still have a long way to go to achieve gender balance and are continuing to drive change in this area through the consistent application of the following actions and initiatives:

- Over the past few years we have been running focus groups across our International firm, speaking with both male and female lawyers from a range of grades to understand actual and perceived barriers to progression. This has enabled us to tailor action plans appropriately.
- We continued rolling out our programme of Unconscious Bias training to raise awareness of gender stereotypes, individual biases and how these biases potentially impact decision making within our people processes. Taking this training one step further, we have begun embedding key learnings within our people processes to ensure our people are consciously challenging their own biases during decision making.
- We are 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.

- Traditional perceptions of gender roles in families are changing, and more families than ever have two parents working full time. So we are enhancing our maternity and paternity policies, as part of a wider project to make our suite of family policies more supportive, competitive and progressive. We continue to offer maternity and parental coaching for individuals taking maternity/parental leave to help support them through this transitional period. This is already proving to have a positive impact on our ability to retain working mothers following a period of maternity leave. Coaching is also offered to partners/managers to support the transition and facilitate an effective return to work.
- Our employee led resource group, Leadership Alliance for Women (LAW) supports firmwide activity focused on the advancement of women by providing opportunities for our people 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 was recently named Best International Firm for Women in Business Law at Euromoney LMG Women in Business Law Awards 2018 and Best Gender Diversity initiative in an international firm for the fifth consecutive year in 2018.

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 of our partners and employees.

I confirm that the data reported above is accurate.



Liam Cowell
UK Managing Partner