

2020 UK Gender Pay Gap Report

This report discloses the gender pay gap for the London office of White & Case LLP (a global law firm) as required by the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

Our 2020 report is based on an April 2020 snapshot and includes 2019 data for comparison purposes. In line with our approach for 2019 and that of other major law firms in the UK, we have included 2019 and 2020 partner data in this report. We continue to support the inclusion of partner pay data to increase transparency in gender pay gap reporting across the legal industry.

The mean gender pay gap is the percentage difference between average pay for all men and all women, regardless of role or level. The median pay gap is the difference between pay of the middle male and female earner, regardless of role or level.

Our gender pay gap continues to be driven by the distribution of men and women across different roles, which has a direct impact on pay and bonus. However, we continue to see a generally positive change in the gender distribution across the quartiles in our population since our first report, which supports our focus on increasing the representation of women in senior roles. This has been, and remains, our key priority for addressing our gender pay gap and strengthening and diversifying our senior leadership teams.

We remain confident that men and women are paid equally for the same or equivalent work and that men and women have an equal opportunity to earn a bonus.

White & Case remains committed to ensuring a diverse and inclusive workplace where all our people have an equal opportunity to succeed. Our Global Women's Initiative was launched in 2004 to attract and retain the best people, and its continuing priority is to ensure that talented women of all ethnicities are retained, advanced and given leadership opportunities by delivering the training, opportunities and sponsorship to help them achieve their maximum potential. The initiative is chaired by London-based partner Carina Radford and provides our lawyers with a unique platform from which to connect with clients and build networks.

We confirm the data in this report is accurate.



Melissa Butler

Partner, London Office Executive Partner
White & Case LLP



Oliver Brett

Partner, Designated Member
White & Case LLP



Understanding our 2020 Gender Pay Gap

The gender pay gap information below includes London employees only and excludes London and other partners.

Our 2020 median hourly pay gap has decreased by 4.7% compared to 2019, along with a small reduction in the mean hourly pay gap. Our median bonus pay gap has decreased by 5.5% and our mean bonus gap has increased by 6.8% compared

with 2019. The change in the mean bonus figure is driven in particular by a higher number of female employees taking leaves of absence compared to previous years.

In 2020, proportionately more of our female employees received a bonus than in prior years, and more women than men received a bonus overall.

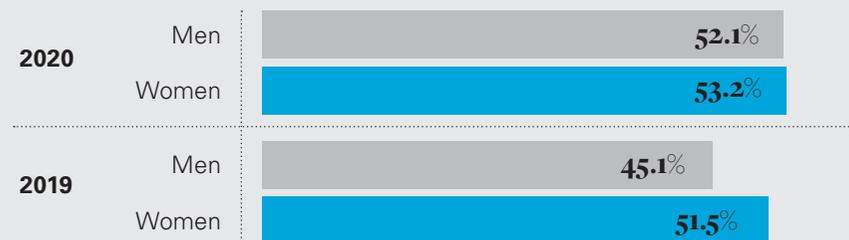
Pay and bonus gap

Difference between men and women as at 5 April 2020 (compared to 2019 snapshot):

	MEAN		MEDIAN	
	2020	2019	2020	2019
Hourly pay	18.2%	18.7%	26.4%	31.1%
Bonus	48.1%	41.3%	59.1%	65.6%

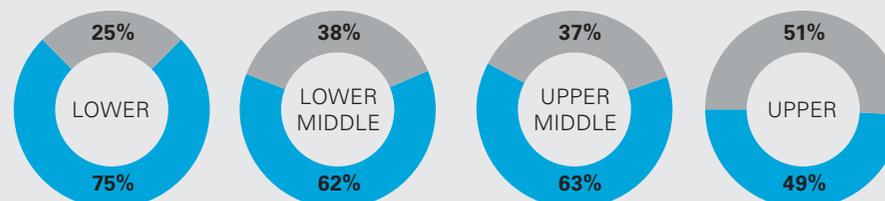
Bonus awards

Percentage of women and men in receipt of a bonus

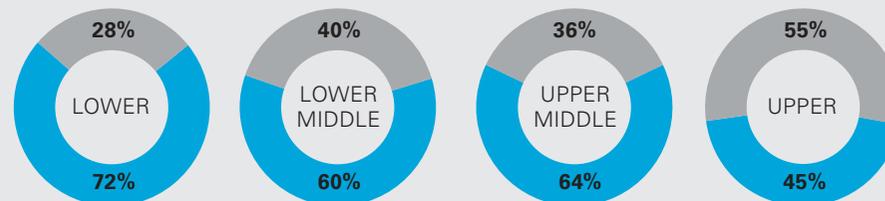


Pay quartiles

2020



2019



Men Women

Understanding our gender pay gap when partners are included

Our UK partner gender pay and bonus gap information includes London partners only and includes elective benefits before calculation.

Our UK partnership is made up of:

- Equity partners, whose pay is determined as a proportion of Firm profits set aside for distribution.
- Contract partners, whose remuneration is fixed in any particular year.

Partner bonuses are set globally, awarded on a different basis to employee bonuses and are highly variable from year to year, so are not equivalent to the London office employee bonus scheme. We have therefore set out the gender pay gap for these groups separately as their remuneration structures are sufficiently different to warrant separate comparisons.

In calculating partner gender pay analysis, we have followed The Law Society’s guidance on adopting the same weekly hours for partners as for employees.

The difference in mean bonus pay for our contract partners has increased compared with 2019, which is related to the bonus approach described above.

Bonuses for partners in any given year are awarded to acknowledge individual performance and contribution, with awards being the exception rather than the norm.

Partner pay and bonus gap

Difference between men and women

	MEAN		MEDIAN	
	2020	2019	2020	2019
London contract partners				
Pay	5.5%	11.4%	-4.3%	8.3%
Bonus	36.4%	-32.5%	0.0%	-8.5%
London equity partners				
Pay	29.2%	33.2%	21.4%	20.8%
Bonus	7.5%	62.8%	0.0%	50.0%

April 2019 snapshot

Combined pay gap

Difference between men and women

	MEAN		MEDIAN	
	2020	2019	2020	2019
Combined partner and employee hourly pay	64.6%	62.4%	33.4%	28.4%

April 2019 snapshot

Addressing our gender pay gap

While the figures in this report do not cover the period since the onset of the coronavirus pandemic, we have continued to address the drivers of, and contributors to, our gender pay gap throughout the crisis. We remain not just committed to the existing policies and programmes we have in place, but to new and innovative ways of addressing the challenge of supporting diversity in our workplace. These include:

- Continuing our sponsorship programme for mid-level and senior women lawyers. This programme has directly contributed to an increase in the percentage of women partner promotions; women made up two thirds of our partner promotions in London effective 1 January 2021. Our Global Women's Initiative, headed by a London-based partner, also includes programmes supporting women partners in their business and professional success.
- Coaching and mentoring offered to women at key stages in their careers aimed at helping them assess their career goals and ambitions and taking the steps needed to achieve them.
- Global tracking and reporting of hiring, retention and advancement by gender to help inform and shape our talent management philosophies.
- A focus on gender progression in our regional sections, including reporting of gender composition and quarterly regional section talent management discussions with an emphasis on the career track of senior women.
- Ensuring our parental leave policies enable men and women to take time off when needed to care for their families. We match our maternity and shared parental leave policies and have seen an increase in the number of men taking shared parental leave.
- Mansfield-certification achieved for the third consecutive year in 2020, demonstrating our strong commitment to diversity and inclusion. White & Case has been Mansfield-certified every year since 2018, the inaugural year. Additionally, this year we again achieved Certification Plus status, which indicates that we considered at least 30% women and minorities for most leadership positions and in senior level recruiting, and achieved representation of at least 30% women and minorities in a notable number of current leadership roles.
- White & Case recently qualified for the Women in Law Empowerment Forum (WILEF) certification as a Gold Standard Firm in the US and the UK.

Looking forward, we commit to providing detail on our ethnicity pay gap in our 2021 report. We believe that by understanding how our existing policies and programmes affect the progress of individuals of different ethnic backgrounds (in addition to a continued focus on supporting women at our Firm) we are able to continue to implement innovative ways of addressing the challenge of supporting diversity in our workplace.