

2024 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 2024 gender pay gap report is based on an April 2024 snapshot and includes 2023 data for comparison. In addition to the statutory gender pay gap requirements, we have voluntarily included partner earnings and ethnicity data to increase transparency.

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 mid-range men and women earners, regardless of role or level. Our ethnicity pay gap is presented on the same basis.

Our gender and ethnicity pay gaps are driven by the distribution of men and women and ethnic minority employees across different roles, which has a direct impact on pay and bonus. Increasing the representation of women and ethnic minority employees in senior roles and diversifying our senior leadership teams will narrow our pay gaps and are among our key priorities.

We remain confident that all our people are paid equally for the same or equivalent work and 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. The Firm has a partner-led Global Diversity & Inclusion Committee (GDIC), accountable to the Firm's Executive Committee. The Women's Initiative subcommittee of the GDIC aims to help create a pathway for women to partnership and leadership roles. This is supported by the local activities of our Global Women's Affinity Network, which empower women across our legal and business services populations to create professional development and business development opportunities that help to advance their careers at the Firm.

White & Case also offers several resources and opportunities to provide development, training and support for employees and partners of all backgrounds. Our affinity networks emphasize professional development and networking opportunities, including coaching and mentoring, while also creating opportunities to provide input and ideas into new ways of furthering the Firm's diversity and inclusion objectives.

We confirm the data in this report is accurate.



Carina Radford

Partner, Member of Executive Committee
White & Case LLP




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Partner, London Office Executive Partner
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Understanding our 2024 gender pay gap

The gender pay gap information below includes London employees only and excludes London and other partners. It shows the difference between the average hourly pay for men and women employees, regardless of their role or level.

These figures do not relate to equal pay but to the composition of our overall workforce. In accordance with the regulations, we have calculated our gender bonus gap using actual bonuses paid to employees.

The mean pay and bonus gap figures have improved from 2023 and average hourly pay increases for women in our legal population now surpass those for men. The gap between women and men in receipt of a bonus improved during 2024.

Pay and bonus gap

Difference between men and women as at 5 April (compared to last year's figures):

	MEAN		MEDIAN	
	2024	2023	2024	2023
Hourly pay	14.6%	16.5%	37.1%	31.4%
Bonus	36.6%	37.9%	44.8%	42.6%

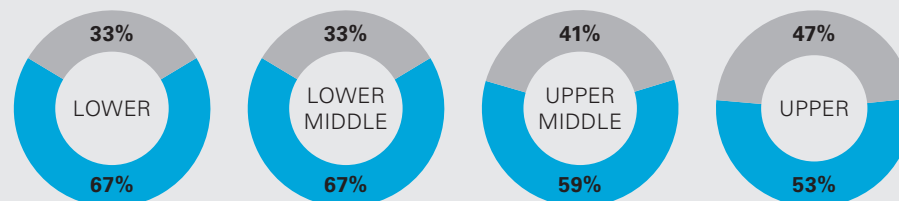
Bonus awards

Percentage of women and men in receipt of a bonus

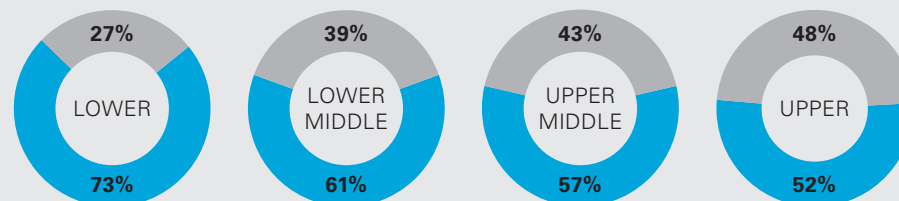
2024	Men	58.1%
	Women	58.7%
2023	Men	60.4%
	Women	55.9%

Pay quartiles

2024



2023



Men Women

Understanding our gender pay gap when partners are included

Our UK partner gender pay and bonus gap information includes London partners only.

Our UK partnership is comprised 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, are highly variable from year to year and are not equivalent to bonuses for London office employees. 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. We have also included all relevant benefits (where selected) prior to calculation.

Pay gaps for both equity and contract partners fluctuate year-on-year based on entry into the partnership, progression and seniority.

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 partners as at 5 April:

	MEAN		MEDIAN	
	2024	2023	2024	2023
London contract partners				
Pay	15.0%	9.6%	11.9%	0.0%
Bonus	66.4%	16.6%	33.3%	16.6%
London equity partners				
Pay	7.7%	8.9%	8.2%	15.9%
Bonus	40.3%	-70.7%	25.0%	-70.7%

Combined pay gap

Difference between men and women partners and employees as at 5 April:

	MEAN		MEDIAN	
	2024	2023	2024	2023
Combined partner and employee hourly pay	59.2%	60.3%	35.2%	36.4%

Understanding our 2024 ethnicity pay gap

The ethnicity pay gap information includes a snapshot for London employees and partners as well as a combined pay gap including all UK partners and employees.

The ethnic minority data includes all employees and partners who self-identify as Asian, Black, Mixed or another minority ethnic group. Figures only include those employees and partners who have voluntarily provided their ethnicity data.

Our mean hourly pay gap improved compared to 2023, as did our mean and median combined partner and employee pay gap. Of those in receipt of a bonus, 35 percent have not disclosed their ethnicity and we remain focused on improving self-identification disclosure rates to increase our understanding of our populations.

Pay and bonus gap

Difference between non-ethnic minority and ethnic minority employees as at 5 April:

	MEAN		MEDIAN	
	2024	2023	2024	2023
Hourly pay	0.1%	4.2%	-21.4%	-2.0%
Bonus	-18.8%	-17.5%	-23.2%	-0.6%

Difference between non-ethnic minority and ethnic minority partners as at 5 April:

	MEAN		MEDIAN	
	2024	2023	2024	2023
London contract partners				
Pay	8.4%	6.1%	11.9%	8.9%
Bonus	-76.5%	0.0%	-135.3%	0.0%
London equity partners				
Pay	16.4%	11.3%	23.5%	0.0%
Bonus	29.4%	0.0%	75.0%	0.0%

Combined pay gap

Difference between non-ethnic minority and ethnic minority partners and employees as at 5 April:

	MEAN		MEDIAN	
	2024	2023	2024	2023
Combined partner and employee hourly pay	45.0%	46.2%	-1.7%	4.5%

Bonus awards

Percentage of non-ethnic minority and ethnic minority employees in receipt of a bonus:

	2024	2023
Non-ethnic minority	69.9%	63.5%
Ethnic minority	48.6%	48.6%

Percentage of employees in receipt of a bonus that have not disclosed their ethnicity:

	2024	2023
	35.0%	35.8%

Addressing our Gender and ethnicity pay gaps

White & Case recognizes that the distribution of men, women and ethnic minority employees across different roles has a direct impact on pay and bonus. Increasing the representation of women and ethnic minority employees in senior roles and diversifying senior leadership teams will help to narrow pay gaps and are among our key priorities. To address our gender and ethnicity pay gaps, we are committed to fostering a diverse and inclusive workplace for all our people. We recognize that closing these gaps requires a thorough approach across all stages of employment.

We are focused on creating a supportive and equitable environment that provides meaningful career development opportunities and offers support through mentorship, sponsorship and other resources to ensure every individual at White & Case has the opportunity to thrive.

We ensure that all lawyers receive equitable opportunities to engage in high profile and high-quality work, fostering career development and underlining our commitment to fairness.

The Firm provides services for lawyers on potential track for partnership. At critical phases of their careers, lawyers are paired with partner sponsors to ensure they receive support in developing their business case for promotion, increasing visibility of the promotion process and offering transparency through conversations with senior leaders that help them advance to leadership positions. Talent review conversations are carried out with members of the Firm's Executive Committee and business services leadership with a focus on limiting bias related to performance reviews and career progression conversations, helping to further diversify the partnership pipeline.

The Firm achieved Mansfield Certification Plus for 2023-24, a recognition that highlights ongoing efforts to address diversity across gender, ethnicity, sexual orientation and disability. Mansfield Certification Plus is granted to firms that meet a range of criteria, including ensuring at least 30 percent of candidates considered for legal and business services leadership roles are diverse. Having achieved the certification since its inception in 2018, White & Case is one of Diversity Lab's 'True Trailblazers', a status given to firms that have been certified for seven to eight years.