

# Workplace Gender Equality Agency 2023–24 Gender Pay Gap

## White & Case Employer statement

Our 2024 Workplace Gender Equality Agency's (WGEA) annual Gender Equality Report discloses the gender pay gap analysis for the Australian offices of White & Case in line with the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023.

The 2024 report uses both median and average total remuneration to show the difference in average earnings between men and women, as well as providing a snapshot of our workforce composition and parental leave policy. Our gender pay gaps are driven by the distribution of men and women across different roles, which has a direct impact on pay.

We are confident that all our people are paid equally for the same or equivalent work.

We remain committed to ensuring a diverse and inclusive workplace where all our people have an equal opportunity to succeed. The Women's Initiative subcommittee of our partner-led Global Diversity & Inclusion Committee aims to help create a pathway for people of all backgrounds, including women, in to the partnership and leadership roles. This work is supported by our Executive Committee, regional leadership and the grassroots activities of the local chapters of our Global Women's Affinity Network and ongoing engagement in the form of mentorship and sponsorship.

We continue to address the drivers of, and contributors to, our gender pay gaps through existing policies and programmes as well as innovative ways of furthering diversity and promoting inclusion in all aspects of our workplace. These include:

- Our Coaching Program offering associates and counsel the opportunity to receive individual executive coaching and participate in group-coaching sessions.
- We offer a gender-neutral parental leave policy in Australia that provides employees with six months paid leave, irrespective of whether they are a primary or secondary carer.
- Conducting talent review conversations across all legal teams with members of our Executive Committee and Business Services leadership with a particular focus on limiting bias relevant to performance reviews and career progression conversations, ultimately helping to further diversify the pipeline of the Firm's partnership, while also creating interventions when needed at the individual employee level.

Over the past five years, we have seen a sustained increase in women's representation at the partner level in our Australia offices, with 44% women partners in 2024 compared to 20% in 2020. At the same time we have seen a marked increase in the number of female trainee lawyers in Australia, from 20% in the 2020 cohort to 76% in 2024. These improvements are also valuable indicators of our progress towards promoting gender equality.

We will continue to review our initiatives and make changes to address our gender pay gap across all stages of employment. We remain committed to fostering a diverse and inclusive workplace where all our employees are valued and rewarded equitably.