

2022 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 2022 gender pay gap report is based on an April 2022 snapshot and includes 2021 data for comparison purposes. Some of the 2021 data has been restated in this report.

In addition to the statutory gender pay gap requirements, we have included, on a voluntary basis, partner earnings and our ethnicity data to increase transparency in our reporting.

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 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 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.

Our Global Women's Initiative (GWI) was launched in 2004. Its priority is to ensure that talented women of all backgrounds are recruited, retained, advanced and given leadership opportunities within and outside the Firm. The GWI prioritises delivering mentorship, sponsorship and professional development opportunities to help women of all levels achieve their maximum potential.

Our Global Diversity Committee supports the attraction, retention and advancement of colleagues across all underrepresented groups and aims to drive greater diversity in our leadership pipeline and ensure equal access to opportunities. Our London Diversity Committee and affinity networks facilitate the delivery of the Global Diversity Committee and Global Women's Initiative's objectives at a local level.

White & Case also offers a number of resources and opportunities to provide development, training and support for our underrepresented employees and partners. Our affinity networks are dedicated to identifying personal and professional development and networking opportunities, including coaching and mentoring, while also providing opportunities to provide feedback to the Firm and advocate for change.

We confirm the data in this report is accurate.



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Partner, London Office Executive Partner
White & Case LLP



Oliver Brett

Partner, Designated Member
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Understanding our 2022 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.

Our 2022 mean and median hourly pay gaps are similar to 2021. As we have mentioned, these figures do not relate to equal pay but to the composition of our overall workforce and correlated pay gaps.

Year-on-year changes to the hourly pay gap continue to be small, but the overall trend is moving in the right direction.

In accordance with the regulations, we have calculated our gender bonus gap using actual bonuses paid to employees. As we currently have more women employees working part-time, this widens the bonus gaps.

In 2021 and 2022 additional bonuses were paid to employees globally, as well as our usual performance-related bonuses. The information below reflects this higher than normal distribution.

Pay and bonus gap

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

	MEAN		MEDIAN	
	2022	2021	2022	2021
Hourly pay	14.3%	14.0%	33.7%	33.7%
Bonus	21.5%	26.7%	25.0%	19.2%

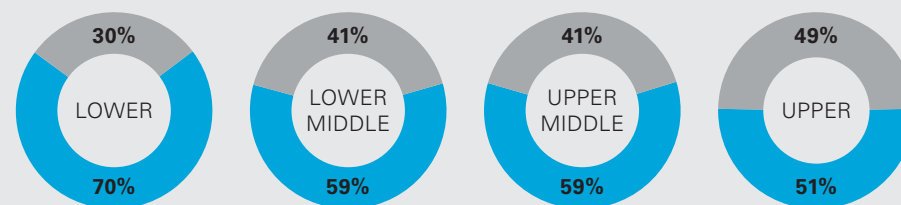
Bonus awards

Percentage of women and men in receipt of a bonus

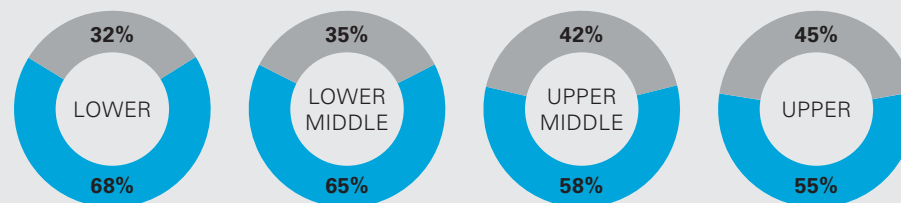
2022	Men	73.9%
	Women	73.1%
2021	Men	89.7%
	Women	92.1%

Pay quartiles

2022



2021



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 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. We have also included all relevant benefits (where selected) prior to calculation.

Pay gaps for both equity and contract partners will 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	
	2022	2021	2022	2021
London contract partners				
Pay	6.9%	7.6%	0.0%	0.4%
Bonus	26.7%	33.3%	33.3%	0.0%
London equity partners				
Pay	14.8%	25.4%	9.1%	15.2%
Bonus	5.6%	46.0%	0.0%	20.0%

Combined pay gap

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

	MEAN		MEDIAN	
	2022	2021	2022	2021
Combined partner and employee hourly pay	63.1%	62.0%	43.2%	35.1%

Understanding our 2022 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 Black, Asian or another minority ethnic group, except White minority ethnicities. Figures only include those employees and partners who have voluntarily provided their ethnicity data.

This is only the second year we are publishing our ethnicity pay gap and whilst the pay gap has reduced in 2022, it is too early to comment on trends with a limited dataset.

A negative percentage indicates a pay gap in favour of ethnic minority employees.

Pay and bonus gap

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

	MEAN		MEDIAN	
	2022	2021	2022	2021
Hourly pay	6.3%	12.7%	-8.6%	25.0%
Bonus	7.3%	12.6%	-6.0%	9.6%

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

	MEAN		MEDIAN	
	2022	2021	2022	2021
London contract partners				
Pay	3.8%	4.6%	7.7%	7.1%
Bonus	0.0%	0.0%	0.0%	0.0%
London equity partners				
Pay	2.0%	22.5%	0.0%	7.6%
Bonus	-49.6%	75.4%	-42.9%	50.0%

Combined pay gap

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

	MEAN		MEDIAN	
	2022	2021	2022	2021
Combined partner and employee hourly pay	13.7%	52.1%	-2.4%	30.8%

Bonus awards

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

	2022	2021
	Non-ethnic minority	80.1%
Ethnic minority	79.7%	88.6%

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

	2022	2021
		43.4%

Addressing our gender and ethnicity pay gaps

We are committed to ensuring a diverse and inclusive environment for all of our people. We continue to address the drivers of, and contributors to, our gender and ethnicity pay gaps. We remain not just committed to the existing policies and programs we have in place, but to new and innovative ways of supporting diversity in our workplace. These include:

- Our Global Women's Initiative (GWI) Sponsorship Program for mid-level and senior women lawyers. This program has been running since 2018 and has contributed to the number of women partner promotions in London. This year 50% of London partner promotions effective 1 January 2023 were women.
- Our GWI Coaching Program focuses on the career progression of our women lawyers and offers individual executive coaching and group coaching sessions. Participants are able to choose a partner mentor who provides on-going support.
- Our Global Diversity Sponsorship Program, which builds on the GWI initiative, supports the career development of lawyers from underrepresented groups. Through mentoring and sponsorship, individuals have greater access to senior leadership support in the advancement of their careers.
- The London Reverse Mentoring Programme pairs mid-level and senior associates and Business Services professionals with partner mentors. These relationships help challenge assumptions and build our leaders' understanding of different people's experiences and perspectives.
- Achieving Mansfield certification for the fifth consecutive year. We have 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.
- Attracting and recruiting talented individuals from all backgrounds is central to our recruitment and attraction strategy. This includes partnering with external organisations such as Aspiring Solicitors, City Solicitors Horizons, Pathways to Law, Great with Disability, RARE Recruitment and 10,000 Black Interns to run targeted events and programmes.
- Global tracking and reporting of hiring, retention, advancement and reward by gender and various diverse groups, to help inform and shape our talent management strategies.
- Our social mobility initiatives promote fair access to the legal profession through work experience and skills development for young people who may otherwise face barriers to participation. In 2022, we offered work experience placements through PRIME and the Social Mobility Foundation's APP Law Insight Programme. Our virtual learning programmes are free and open to everyone from our three partner schools. They require no application and can be completed at a time that suits the individual. The programmes reach a large and diverse pool of talent and help promote access for all to the profession.