

Gender pay gap report 2023

WBD is committed to creating a sustainable, inclusive and progressive business and making gender equality a reality forms part of this.

After a hugely successful launch in 2022 our national women's network, WBD Thrive, continues to go from strength to strength; accelerating the pace of change and influencing strategic thinking, driving success for women at WBD. Our internal allyship event in November 2023 was attended by a record number and led to inciteful conversations about how we demonstrate allyship every day. It was also great to have clients joining us at our International Women's Day event with former Lioness Anita Asante.

We were delighted to adopt the UN Women's Empowerment Principles as part of our International Women's Day celebration. This provides a powerful framework for the

private sector to advance gender equality in the workplace, marketplace and community and will support us in our journey.

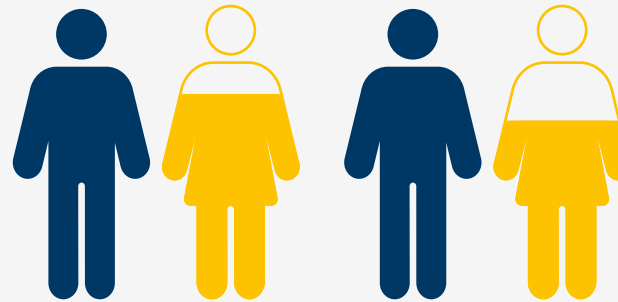
We also achieved Mansfield certification in July 2023 and have used the framework to make positive changes to our recruitment and promotion processes to drive diversity and inclusion in the leadership of our firm. We have done this by broadening our pool of candidates considered for appointments, elections, promotions, and other key activities that impact leadership roles and our talent pipeline more generally.

Our female Board representation is now 33%. Female partner representation has increased to 32% (from 29% in 2022 and 25% in 2021). 50% of lawyers promoted to the partnership in 2023 were female (73% in 2022 and 57% in 2021).



Sally Dallow
Board Lead for Diversity, Equity and Inclusion

Gender pay gap statistics:



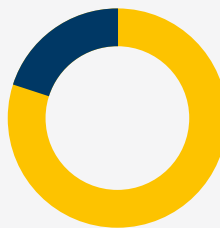
Mean pay gap
24.4% (26.1% in 2022)

Median pay gap
37.4% (35.5% in 2022)

	Mean	Median
Pay gap	24.4%	37.4%
Pay gap excluding secretaries	20.4%	27.3%
Pay gap including partners	48.0%	44.0%
Pay gap - ethnicity*	-10.2%	-36.0%

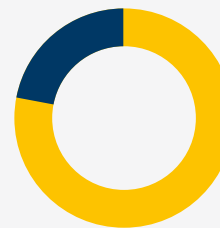
The male/female distribution within four equal pay quartiles

Lower quartile



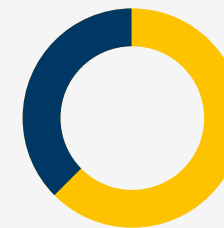
Female 79.8%
Male 20.2%

Lower middle quartile



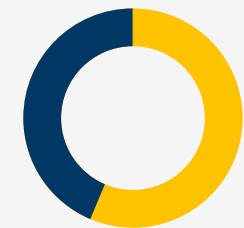
Female 77.2%
Male 22.8%

Upper middle quartile



Female 64.3%
Male 35.7%

Upper quartile



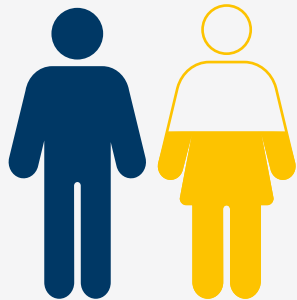
Female 58.5%
Male 41.5%

Mean gender pay gap	-1.0%	Mean gender pay gap	3.7%	Mean gender pay gap	1.5%	Mean gender pay gap	13.3%
Median gender pay gap	-3.1%	Median gender pay gap	3.6%	Median gender pay gap	0.7%	Median gender pay gap	4.9%

* Our ethnicity pay gap statistics are additional, non-mandatory figures which show the mean and median pay gaps between white employees and employees from ethnic minorities. The data used to calculate these pay gaps is based on 88% of our employees providing ethnicity information in response to our diversity data collection process.

Gender pay gap report 2023

Bonus statistics



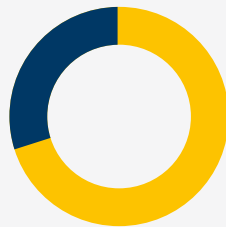
Mean bonus pay gap
53.3% (48.2% in 2022)



Median bonus pay gap
73.6% (27.5% in 2022)

Actual male/female bonus split

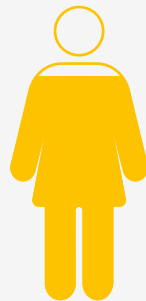
- Female (677) **70.5%**
- Male (283) **29.5%**



Proportion of all employees who received a bonus



86.5% (41.1% in 2022)



86.1% (41.7% in 2022)

Development opportunities at Womble Bond Dickinson

	Promotions in 2023 – gender split		Pay gap by job group	
	Male	Female	Mean	Median
Salaried Partners	50%	50%	13.7%	14.6%
Legal Directors	0%	100%	-2.8%	5.6%
Managing Associates	6%	94%	1.9%	1.3%
Associates	40%	60%	2.2%	-1.7%
Solicitors	32%	68%	0.7%	2.1%
Paralegals	21%	79%	1.4%	1.9%
Business Services	33%	67%	15.3%	10.2%
Overall male/female headcount split	34%	66%		

Definitions

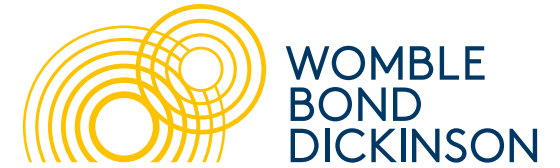


The Median pay/bonus gap is calculated by ranking all men and women separately, high to low by pay rate and the middle woman's pay/bonus is compared to the middle man's pay/bonus. The gap is the percentage difference between the middle man and the middle woman.

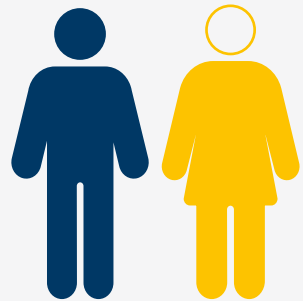
The Mean pay/bonus gap is calculated by taking the average male pay rate and average female pay rate. The gap is the percentage difference between the two averages.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. At Womble Bond Dickinson we are sensitive to the fact that some employees may not wish to identify as either male or female as per the classifications in gender pay gap reporting. Therefore our priority is to avoid publishing information that becomes attributable to individuals, and we will apply the most appropriate judgment in future years depending on the size of the data set available.

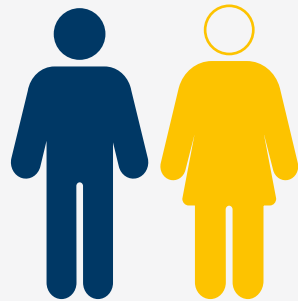
Equity partner gender pay gap report 2023



Gender pay gap statistics:



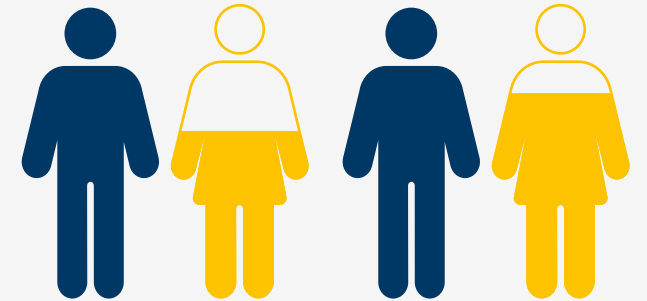
Mean pay gap
9.7% (15.6% in 2022)



Median pay gap
9.5% (28.6% in 2022)

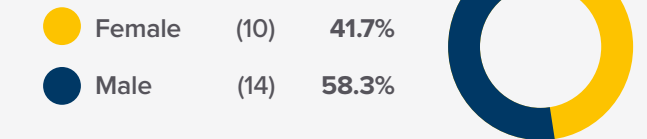
	Mean	Median
Full Equity Partners	10.8%	17.4%
Junior Equity Partners	0.6%	8.8%

Bonus statistics

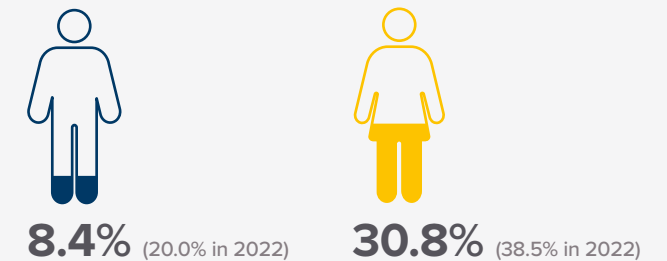


Mean bonus pay gap **-52.3%** (9.0% in 2022) Median bonus pay gap **-36.2%** (0.0% in 2022)

Actual male/female bonus split

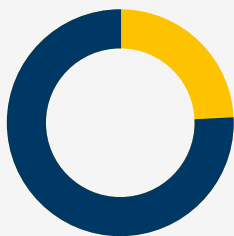


Proportion of all employees who received a bonus



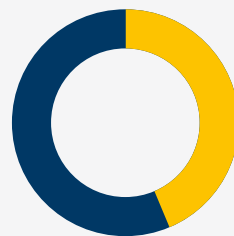
The male/female distribution within four equal pay quartiles

Lower quartile



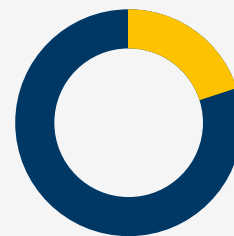
Female 24.0%
Male 76.0%

Lower middle quartile



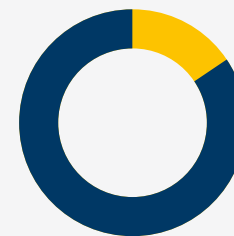
Female 40.0%
Male 60.0%

Upper middle quartile



Female 20.8%
Male 79.2%

Upper quartile



Female 12.0%
Male 88.0%