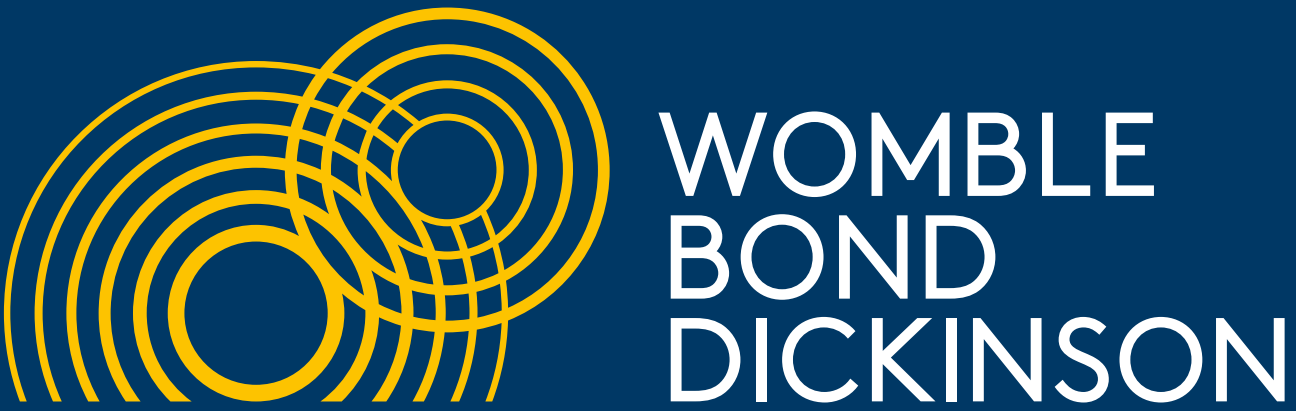




GENDER PAY GAP 2024 REPORT



GENDER PAY GAP REPORT 2024

At WBD, we take being a responsible business very seriously. Leading the way on responsible business, including diversity, equity and inclusion (DEI), is one of our strategic objectives.

Our commitment is threaded throughout our partner and employee engagement, informs all of our internal policies and procedures, and extends to all dealings with our clients, as well as suppliers and third parties.

Aligned to our work to close pay gaps, we once again received Mansfield UK certification which requires us to consider diverse talent for senior positions. We utilise the Mansfield framework to enhance our recruitment and promotion processes and drive diversity and inclusion across the leadership of our firm.



Sally Dallow
Board Appointed Lead for
Diversity, Equity and Inclusion

Our focus is on broadening our pool of candidates considered for appointments, elections, promotions, and other key activities that impact leadership roles and our talent pipeline more generally.

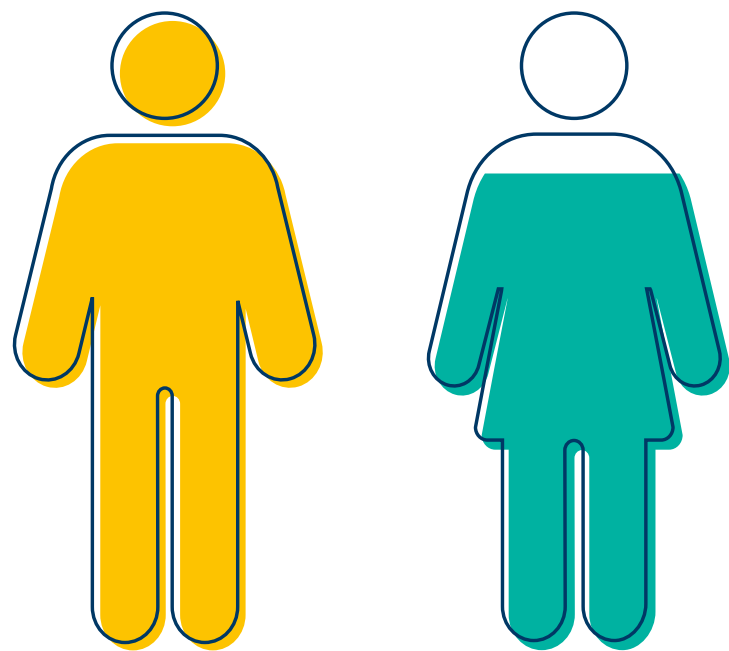
More recently, we have made two new senior appointments to lead our DEI agenda and work toward closing pay gaps. We have also built our in-house capability in relation to DEI data analytics and research, inclusive recruitment, and programme development. This enables us to enhance our evidence-based approach to action planning and more rigorous monitoring of the impact of our activity, as well as strengthen our inclusive recruitment practices, and our DEI training offer. This, in turn, supports our aim of leading the way on responsible business and informs our ongoing dialogue with clients.

On 1 April 2024, our female Board representation is 33% and female partner representation is 32%. 60% of lawyers promoted to the partnership in 2024 were female.

GENDER PAY GAP REPORT 2024

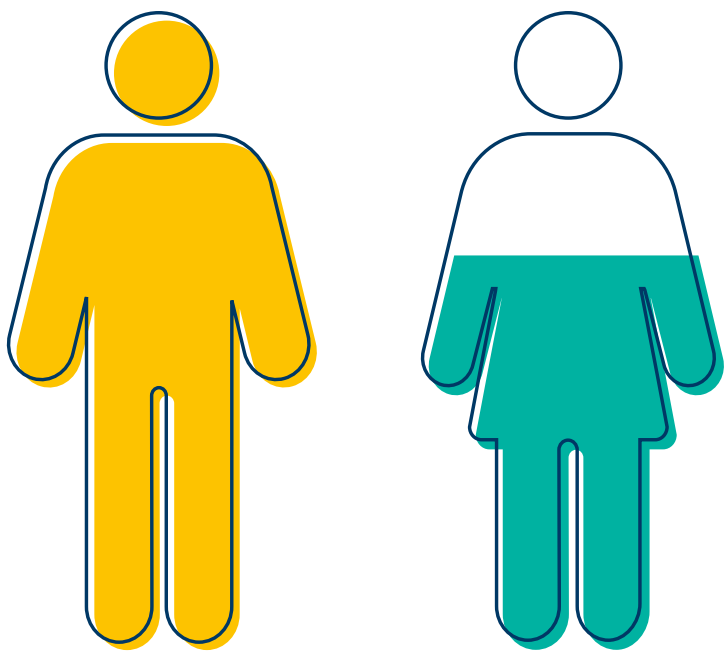
GENDER PAY GAP STATISTICS

Mean pay gap



24.3%
(24.4% in 2023)

Median pay gap



36.3%
(37.4% in 2023)

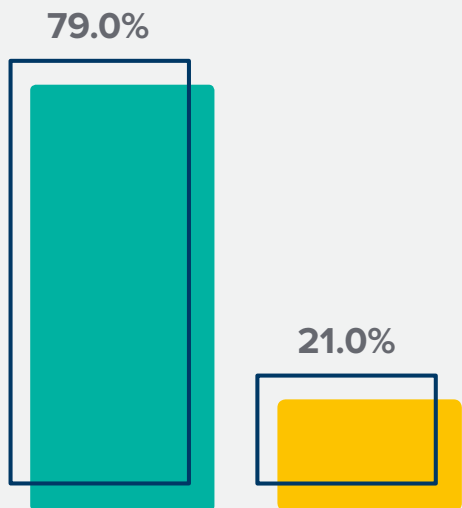
● Male ● Female

	Mean %	Median %
Pay gap	24.3	36.3
Pay gap excluding secretaries	20.2	24.1
Pay gap including partners	49.3	43.8
Pay gap - ethnicity*	-10.4	-44.2%

* 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 84% of our employees providing ethnicity information in response to our diversity data collection process.

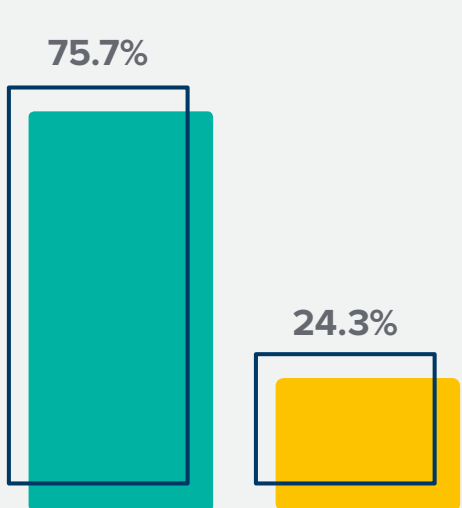
THE MALE / FEMALE DISTRIBUTION WITHIN FOUR EQUAL PAY QUANTILES

Lower quartile



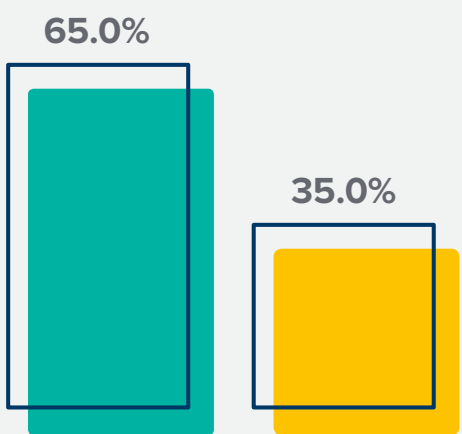
Mean gap % -1.0
Median gap % 0.0

Lower middle quartile



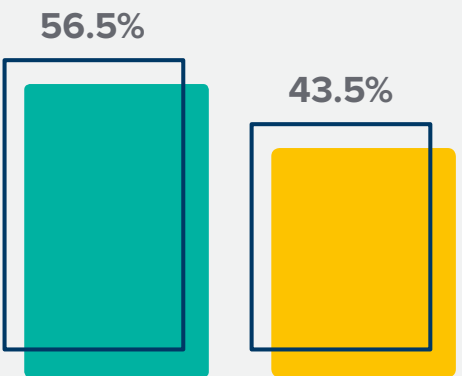
Mean gap % 6.0
Median gap % 5.4

Upper middle quartile



Mean gap % 1.4
Median gap % 2.1

Upper quartile

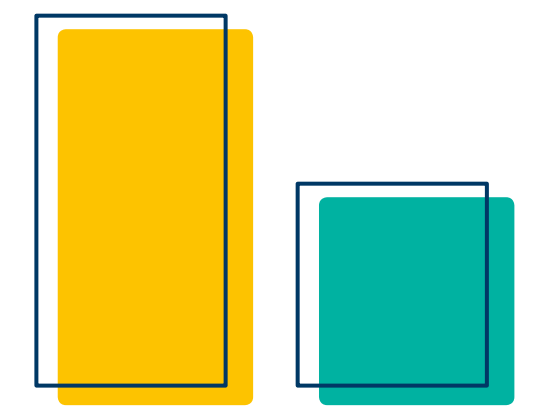


Mean gap % 11.7
Median gap % 6.7

GENDER PAY GAP REPORT 2024

BONUS STATISTICS

Mean bonus pay gap
51.7%

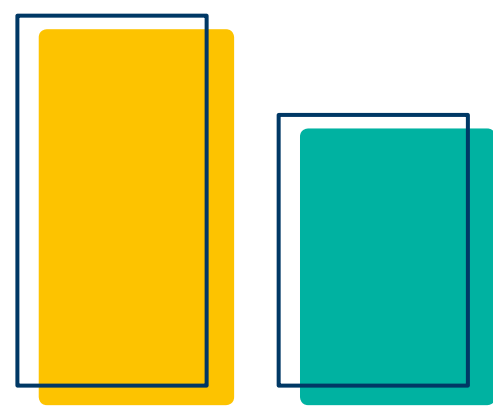


(53.3% in 2023)

● Male

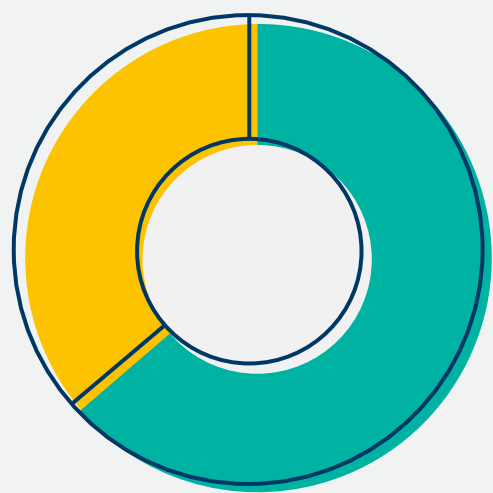
● Female

Median bonus pay gap
23.1%



(73.6% in 2023)

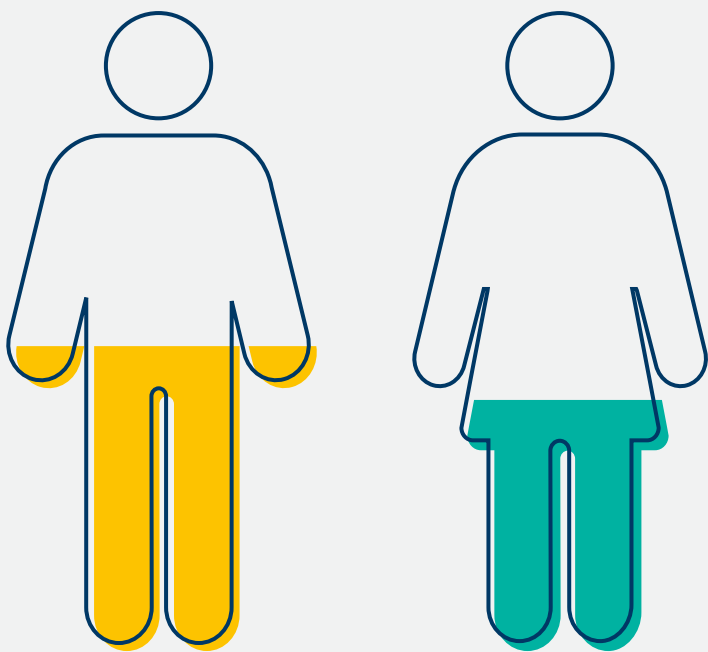
ACTUAL MALE / FEMALE BONUS SPLIT



Male
36.8%
(117)

Female
63.2%
(201)

PROPORTION OF ALL EMPLOYEES WHO RECEIVED A BONUS



36.0%
(86.5% in 2023)

26.8%
(86.1% in 2023)

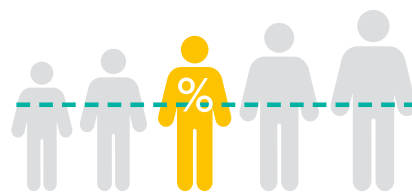
DEVELOPMENT OPPORTUNITIES AT WOMBLE BOND DICKINSON

	Promotions in 2024 (gender split)		Pay gap by job group	
	Male %	Female %	Mean %	Median %
Salaried Partners	40	60	10.6	8.9
Legal Directors	0	100	19.0	5.4
Managing Associates	25	75	0.2	0.5
Associates	25	75	1.9	-0.4
Solicitors	25	75	1.0	0.6
Paralegals	13	87	-2.3	-6.1
Business Services	42	58	21.9	22.1
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.

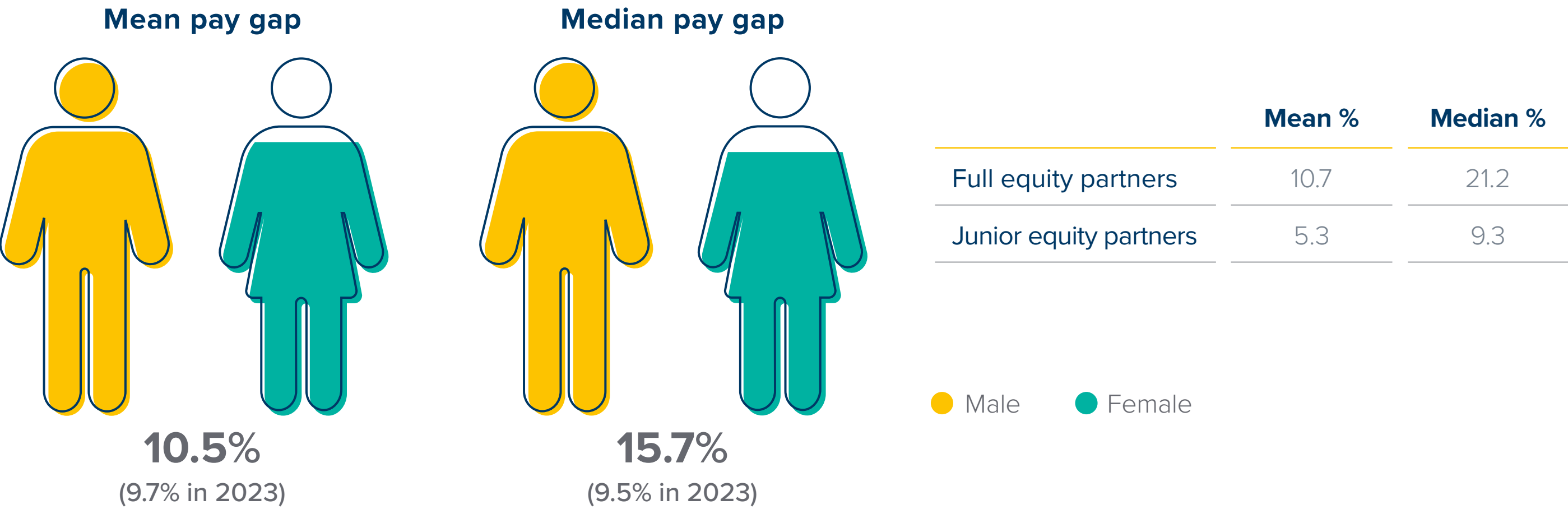


The **Mean** pay/bonus gap is calculated by taking the average male pay rate and average female pay rate. The gap is the percentage difference between the two averages.

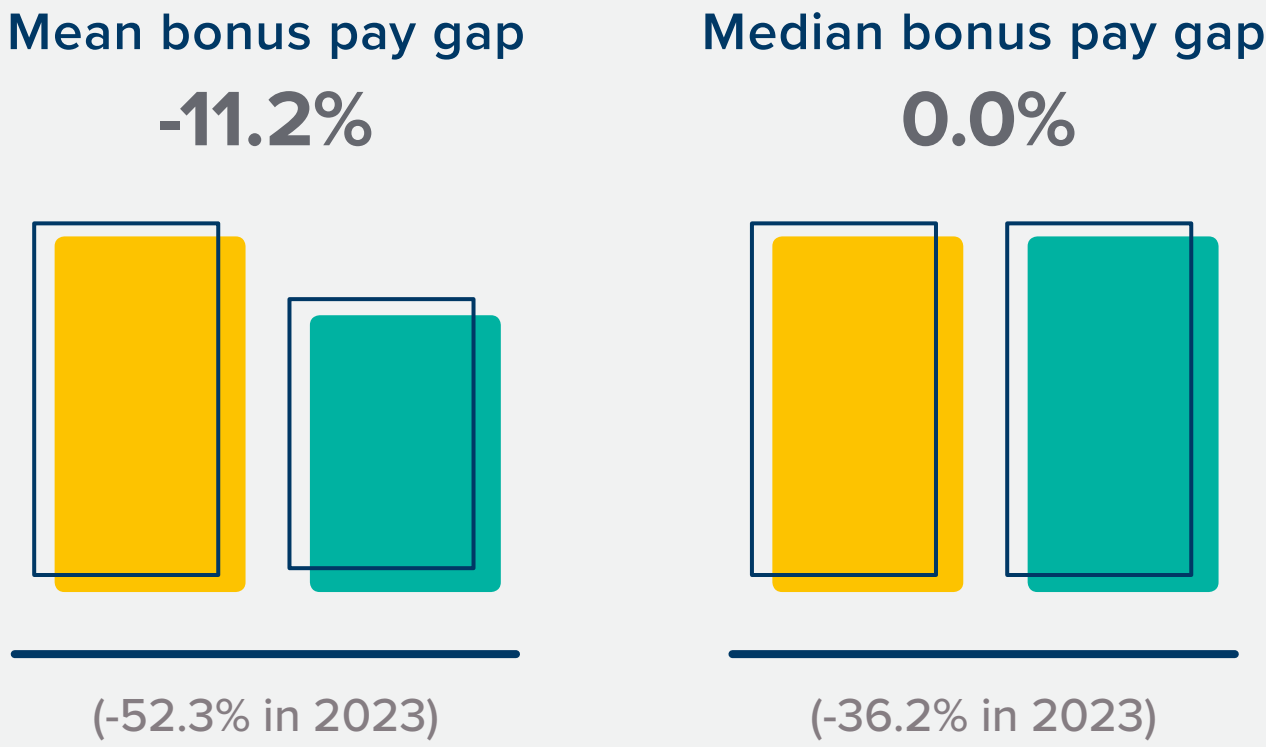
The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. At Womble Bond Dickinson we are sensitive to the fact 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 PAY GAP REPORT 2024

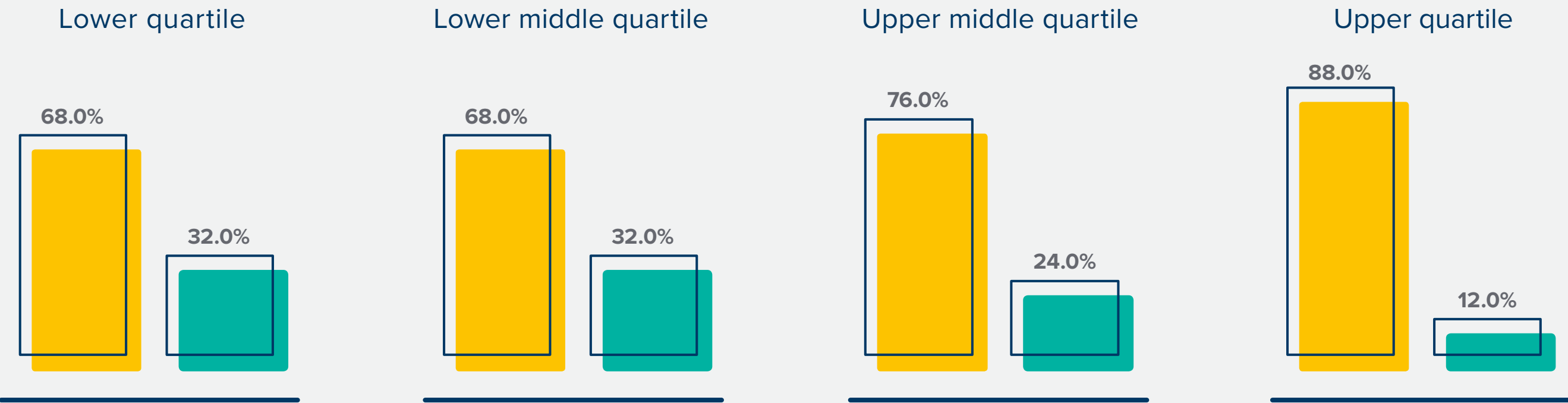
GENDER PAY GAP STATISTICS



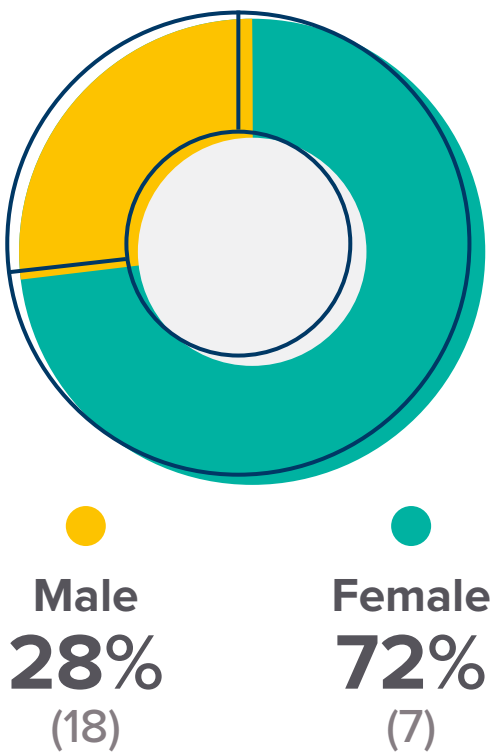
BONUS STATISTICS



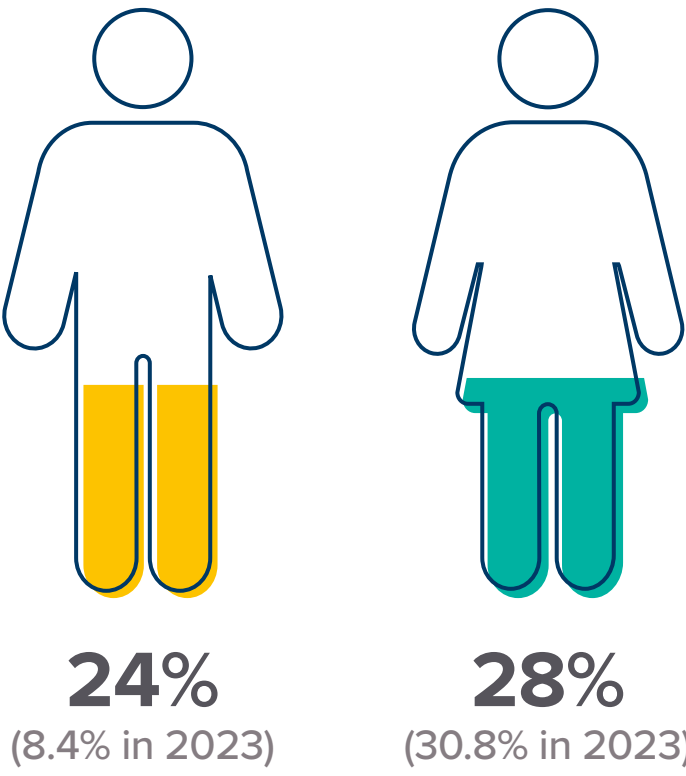
THE MALE / FEMALE DISTRIBUTION WITHIN FOUR EQUAL PAY QUARTILES



ACTUAL MALE/ FEMALE BONUS SPLIT



PROPORTION OF ALL PARTNERS WHO RECEIVED A BONUS





womblebonddickinson.com

© Copyright 2025 Womble Bond Dickinson (UK) LLP. All rights reserved. This communication is provided for general information only and does not constitute legal, financial, or other professional advice so should not be relied on for any purposes. You should consult a suitably qualified lawyer or other relevant professional on a specific problem or matter. Womble Bond Dickinson (UK) LLP is authorised and regulated by the Solicitors Regulation Authority. “Womble Bond Dickinson”, the “law firm” or the “firm” refers to the network of member firms of Womble Bond Dickinson (International) Limited consisting of Womble Bond Dickinson (UK) LLP and Womble Bond Dickinson (US) LLP. Each of Womble Bond Dickinson (UK) LLP and Womble Bond Dickinson (US) LLP is a separate legal entity operating as an independent law firm. Womble Bond Dickinson (International) Limited does not practise law. Please see <https://www.womblebonddickinson.com/uk/legal-notice> for further details.