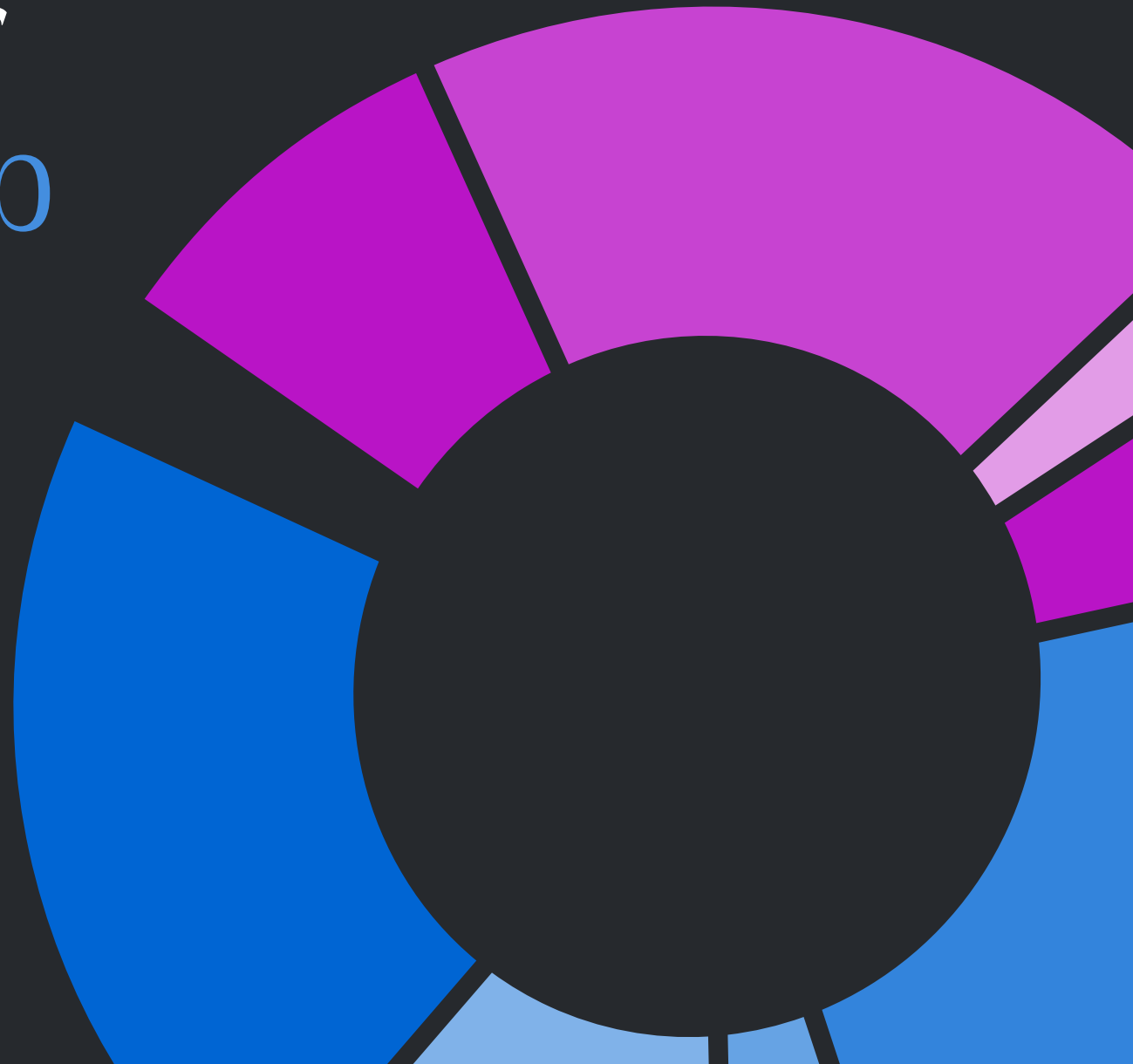


ARTHUR COX

DECEMBER

2024

# Gender Pay Gap Report



# Introduction

2024 marks our third year reporting on gender pay gap statistics. Over the last 12 months, our commitment to increasing female representation at senior levels in the firm has remained steadfast, and we continue to work on the effectiveness of our Equity, Diversity and Inclusion (EDI) initiatives with robust targets, including targets for female representation at senior levels.

As we reflect on the data for 2024, we acknowledge with disappointment the widening of our gender pay gap. This increase is largely due to the majority of our new recruits being at more junior levels and being female, which impacts on our reporting. However, this also reinforces our long-term strategy to increase the number of women at the most senior levels in our organisation.

We are committed to our goal of narrowing our gender pay gap and increasing female representation at the most senior levels. The steps we have taken to date, and will continue to take, will translate into more senior female representation and the closing of our pay gap.

Once again this year we are including our equity partners, who are the owners of the business, in our gender pay and bonus gap reporting. This ensures that we are truly focused on improving female representation at all levels of the business.

## WHAT'S IN THE DATA?

We have chosen the snapshot date of 30 June 2024 for the purposes of our reporting requirements.

The Gender Pay Gap Information Act 2021 requires employers with 150 employees or more to publish a gender pay gap report. Arthur Cox has two legal entities with more than 150 employees each, Arthur Cox LLP (the "Firm") and Arthur Cox Unlimited Company (the "Company"). To improve the accessibility and relevance of this report, we have presented the information required on a consolidated basis, combining the data for the Firm and the Company.

# Gender Pay Gap Summary

Our mean gender pay gap is 3%, excluding equity partners

When we include equity partners, the mean gender pay gap is 60%

While our overall gender pay gap excluding equity partners remains small at 3%, we are disappointed that it is showing an increase from last year's 0% gap.

Overall, our gender pay gap position has increased this year. When excluding our equity partners, our gender pay gap increased by three percentage points. As mentioned in the introduction, this change in our gender pay gap was caused by changes to our headcount through the year. Our female headcount increased by 4% whereas our male headcount remained static. Most of these female new hires were in more junior roles, which impacts the average hourly rate of pay for female employees.

Our equity partners, as owners of the business, are remunerated differently from other employees and when we include all elements of their compensation, our mean gender pay gap is 60%. This is an increase of four percentage points from last year (56%). We have however made positive progress in increasing the number of female equity partners, with three female partners promoted into the equity partnership in 2024. This means that over 30% of our equity partnership is female.

As with previous years, our gender pay gap is predominantly driven by the distribution of genders across different roles and the gender divide across levels of seniority in the business.

Overall, our male equity partners account for 17% of the total male population across both entities, and female equity partners account for 3% of the total female population, which impacts our median and mean figures.

The increase in our female headcount over the last 12 months with more females hired at junior levels has also led to the slight widening of our pay gap when we include equity partners.

We continue to set robust targets for female representation at senior levels and further develop our various initiatives, including sponsorship and mentorship programmes that are designed to support women throughout their careers. These supports, along with policies such as our market-leading family leave policies, will help us to continue to grow our strong pipeline of female talent and enable our female colleagues to progress to senior levels in the coming years. We will continue to regularly assess the effectiveness of our targets and initiatives in both the short term and the long term, to ensure we are on track to meet our gender representation and pay gap goals.

# Gender Pay Gap Summary

**+%**

A positive percentage means that the data is favourable to male employees

**-%**

A negative percentage means that the data is favourable to female employees

**Mean rate** = average rate  
**Median rate** = middle point in a range

**GENDER PAY GAP - ALL EMPLOYEES, EXCLUDING EQUITY PARTNERS**  
(all employees includes full-time, part-time and temporary employees)

MEAN GENDER PAY GAP	
2024	2023
3%	0%

MEDIAN GENDER PAY GAP	
2024	2023
12%	13%

**GENDER PAY GAP - ALL EMPLOYEES, INCLUDING EQUITY PARTNERS**  
(all employees includes full-time, part-time and temporary employees)

MEAN GENDER PAY GAP	
2024	2023
60%	56%

MEDIAN GENDER PAY GAP	
2024	2023
23%	14%

# Gender Pay Gap Summary

Gender pay gap data for part-time and temporary employees

THE FIRM AND THE COMPANY:

MEAN GENDER PAY GAP: PART-TIME EMPLOYEES	
2024	2023
-24%	-31%

MEDIAN GENDER PAY GAP: PART-TIME EMPLOYEES	
2024	2023
49%	0%

MEAN GENDER PAY GAP: TEMPORARY EMPLOYEES	
2024	2023
5%	-2%

MEDIAN GENDER PAY GAP: TEMPORARY EMPLOYEES	
2024	2023
0%	0%

THE COMPANY:

MEAN GENDER PAY GAP: PART-TIME EMPLOYEES	
2024	2023
-1%	-14%

MEDIAN GENDER PAY GAP: PART-TIME EMPLOYEES	
2024	2023
51%	0%

MEAN GENDER PAY GAP: TEMPORARY EMPLOYEES	
2024	2023
7%	-2%

MEDIAN GENDER PAY GAP: TEMPORARY EMPLOYEES	
2024	2023
0%	0%

THE FIRM:

MEAN GENDER PAY GAP: PART-TIME EMPLOYEES	
2024	2023
N/A	N/A

MEDIAN GENDER PAY GAP: PART-TIME EMPLOYEES	
2024	2023
N/A	N/A

MEAN GENDER PAY GAP: TEMPORARY EMPLOYEES	
2024	2023
2%	N/A

MEDIAN GENDER PAY GAP: TEMPORARY EMPLOYEES	
2024	2023
0%	N/A

# Gender Bonus Gap Summary

Our gender bonus gap has increased by five percentage points this year.

Excluding equity partners, our mean gender bonus gap has increased over the past 12 months from 9% in 2023 to 14% in 2024.

While the gap has increased, this does not necessarily mean that our male employees receive more favourable bonuses than our female employees. Our bonus payment structure for solicitors allows for the awarding of discretionary bonuses to colleagues who take unpaid family leaves, which is a progressive and market competitive benefit. This policy has a disproportionate reporting impact where colleagues take unpaid family leaves, which includes additional maternity leave, as all employees who avail of additional maternity leave are female, which contributes to the widening of the gap.

When we include equity partners, the mean gender bonus gap is significant. However, the increase from 2023 to 2024 is less than the increase from 2022 to 2023.

There are several factors that have influenced this gap, the most impactful of which is gender representation across all levels of the business, including the fact that we have more male partners than female partners. We also have a majority female population, which dilutes the impact of the female equity partner bonus remuneration on the mean bonus for females. We will continue to keep our bonus methodology under review to address our bonus gap and will develop further definitive action plans in 2025 to address this.

## GENDER BONUS GAP - ALL EMPLOYEES, EXCLUDING EQUITY PARTNERS

(all employees includes full-time, part-time and temporary employees)

MEAN GENDER BONUS GAP	
2024	2023
14%	9%

MEDIAN GENDER BONUS GAP	
2024	2023
-1%	5%

## GENDER BONUS GAP - ALL EMPLOYEES, INCLUDING EQUITY PARTNERS

(all employees includes full-time, part-time and temporary employees)

MEAN GENDER BONUS GAP	
2024	2023
77%	75%

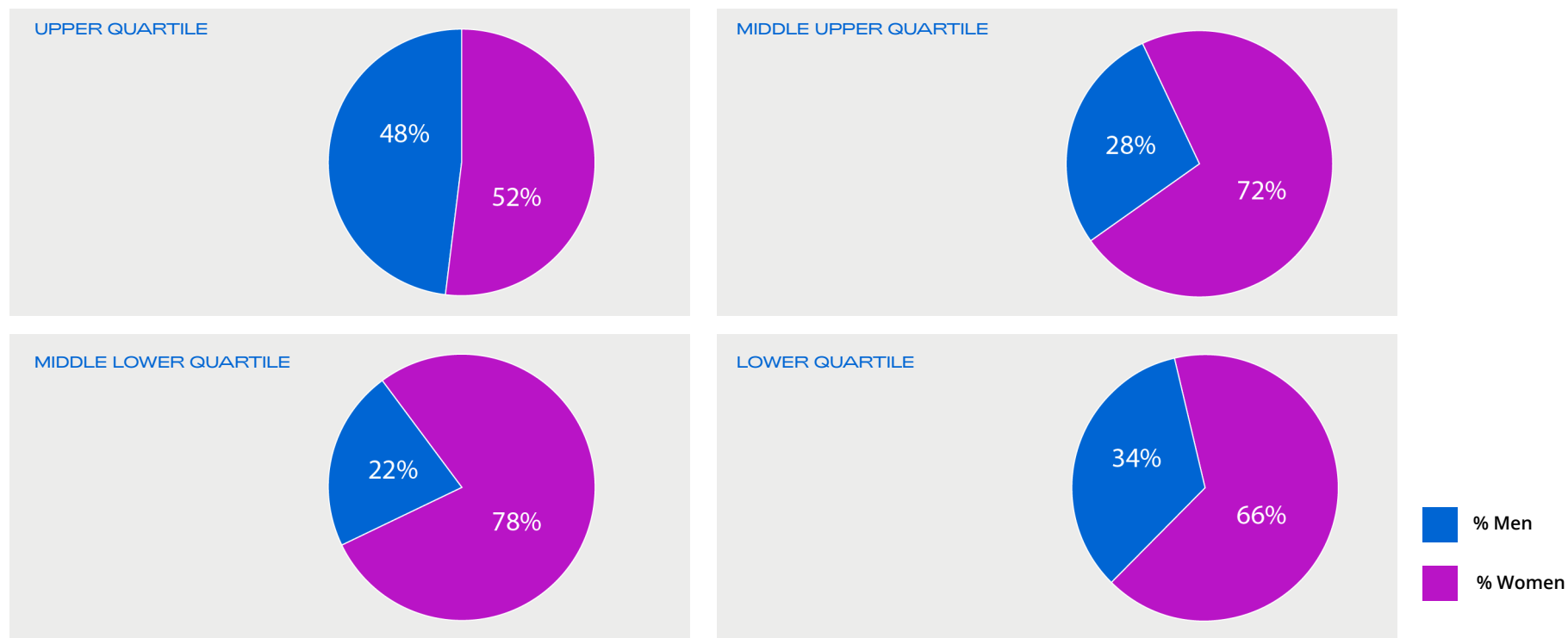
MEDIAN GENDER BONUS GAP	
2024	2023
43%	53%

# Quartiles

Including Equity Partners

Pay quartiles are calculated by dividing all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of male employees and female employees in each quartile shows the gender representation at different levels of the organisation. Our upper quartile is broadly the same as last year, and we have made good progress in terms of female representation in the upper quartiles, which we hope to build on in future years.

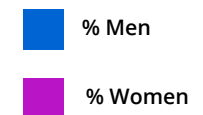
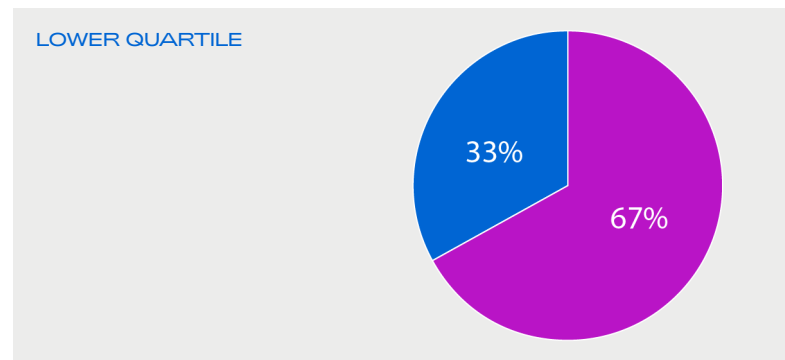
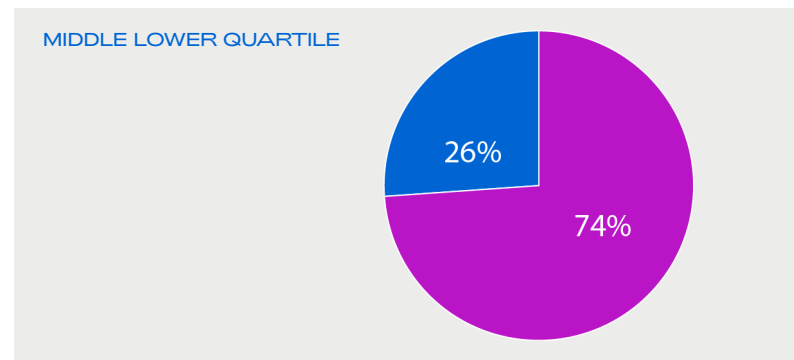
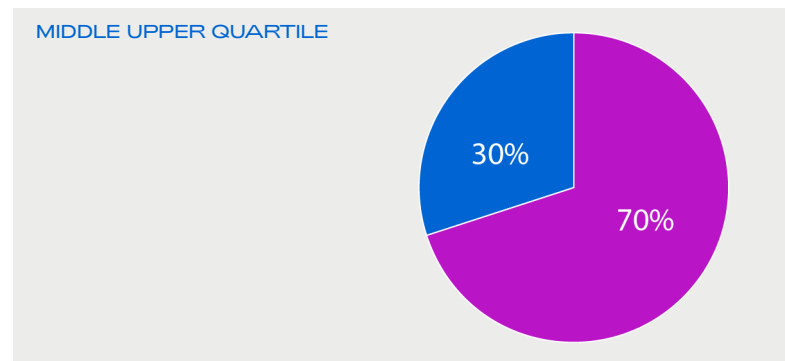
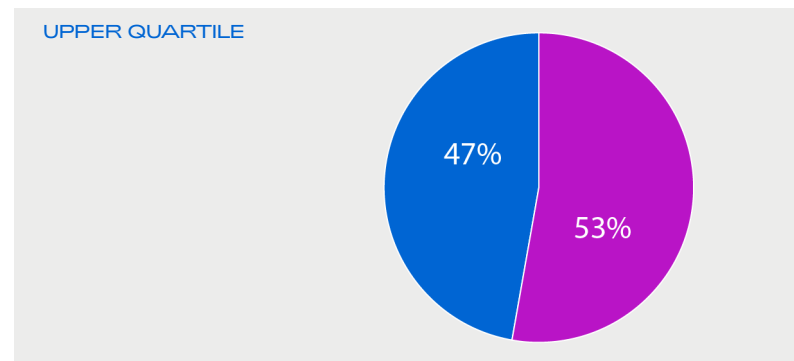
## 2024



# Quartiles

Including Equity Partners

2023





# Bonus and Benefits in Kind

We are also required to report the percentage of men and women who receive a bonus payment and benefits in kind (BIK) during the year. Our bonus and benefits in kind schemes are operated on an equal opportunity basis.

BONUSES RECEIVED	INCLUDING EQUITY PARTNERS	EXCLUDING EQUITY PARTNERS
% Male	90%	88%
% Female	89%	89%

BIK RECEIVED	INCLUDING EQUITY PARTNERS	EXCLUDING EQUITY PARTNERS
% Male	57%	62%
% Female	63%	65%

# Our Action Plan

Our gender action plan continues to be our primary focus, with the overall objective of increasing female representation at senior leadership levels. As mentioned in the introduction, we have set robust targets for female representation at partner level by 2028:

To increase the percentage of all female partners (fixed share and equity) to 40%

Currently at 40%<sup>1</sup>

To increase the percentage of female equity partners to 30%

Currently at 29%<sup>2</sup>

<sup>1</sup>This data is correct as of our snapshot date of 30 June 2024. As stated elsewhere in the report, with recent promotions these percentages have increased to exceed our gender representation targets.

<sup>2</sup>As above

As stated in our previous reports, we remain proactive in our gender strategy. Continuous commitment and well-defined action plans are crucial for driving positive change, as is the ongoing commitment of our partnership.

## PROGRESS TO DATE

- **New Partner Appointments:** Between January 2024 and January 2025, we will have appointed 13 new partners, including five women. We also promoted three partners into the equity in 2024, all of whom were female. This will enable us to exceed both of our gender targets by January 2025, at which point 41% of our partnership will be female, and 31% of our equity partnership will be female. We will review our targets next year in line with our strategic plan review.
- **Maternity Leave Support:** We have made good progress on our continued support around maternity leave, with the launch of our new **Maternity Planning Protocol** post summer. This is intended to support a more formal offboarding and onboarding process for mothers, including improved guidance for practice group and team leaders. The aim is to ensure that there is a clear and consistent structure around managing the transition to and from work before and after maternity leave.
- **Sponsorship and Mentorship:** We have continued to develop and promote strong **sponsorship and mentorship programmes**, which this year included an update to our partner mentoring allocation and a critical assessment of our associate sponsorship programme, with planned changes for 2025.
- **Gender in the Firm Sub-Committee:** Led by two senior partners and consisting of members from across the business at all levels, this sub-committee has been very active with many new members, both male and female. The committee's focus has been on our gender strategy implementation, and organising spotlight events, including marking International Women's Day and International Men's Day.
- **30% Club Engagement:** Our firm's engagement with the 30% Club has remained strong, including participation in the Professional Services Firms working group.

# Next Steps

- **Paternity Leave Support:** We will apply learnings from our Maternity Planning Protocol to deliver a similar protocol for fathers taking paternity leave.
- **Bonus Process Guidance:** We will implement new guidance for our bonus processes, ensuring wider performance impact is equitably assessed, and that we have inbuilt gender tracking as part of our decision-making processes.
- **Associate Sponsorship Programme:** We will launch our refreshed associate sponsorship programme, including additional training for both sponsors and sponsees on the programme's purpose and expectations, with impact tracking by year end.
- **Continued Engagement with the 30% Club:** We will maintain our active participation and support.

Our EDI strategy enters its final year of three years in 2025, so this will give us an opportunity to review our progress and identify additional strategic priorities for 2026 and beyond. This will be overseen by the EDI committee with input from our pillar subcommittees as well the support of our Management Committee, Policy Committee, and the wider partnership.

# Appendix

**The LLP (the Firm)** mainly remunerates those who do fee earning work for clients.

**The Unlimited Company (the Company)** mainly remunerates those who work in business services and support roles, as well as trainees.

Our **equity partners** are owners of the business and are remunerated differently to employees. Elements of their compensation are paid through both the Firm and the Company.

GENDER IN ARTHUR COX		
ENTITY	FEMALE	MALE
LLP (the Firm)	67%	33%
Unlimited Company (the Company)	66%	34%
Both entities combined	66%	34%

# Appendix

TABLE WITH ALL DATA, INCLUDING EQUITY PARTNERS

		2024	2023	YOY
Mean Gender Pay Gap	Firmwide	60%	56%	4%
	Unlimited Company	32%	15%	17%
	LLP	57%	54%	3%
Median Gender Pay Gap	Firmwide	23%	14%	8%
	Unlimited Company	16%	2%	14%
	LLP	58%	20%	38%
Mean Bonus Pay Gap	Firmwide	77%	75%	2%
	Unlimited Company	-14%	-31%	17%
	LLP	72%	70%	2%
Median Bonus Pay Gap	Firmwide	43%	53%	-10%
	Unlimited Company	-32%	-32%	-
	LLP	47%	50%	-3%
% Males Receiving Bonus	Firmwide	90%	88%	2%
	Unlimited Company	65%	55%	10%
	LLP	85%	99%	14%
% Females Receiving Bonus	Firmwide	89%	85%	4%
	Unlimited Company	86%	71%	15%
	LLP	86%	98%	-12%
% Males Receiving Benefits in Kind	Firmwide	57%	61%	-4%
	Unlimited Company	60%	46%	14%
	LLP	46%	66%	-20%
% Females Receiving Benefits in Kind	Firmwide	63%	65%	-2%
	Unlimited Company	71%	57%	14%
	LLP	52%	73%	-21%

# Appendix

TABLE WITH ALL DATA, EXCLUDING EQUITY PARTNERS

		2024	2023	YOY
Mean Gender Pay Gap	Firmwide	3%	0%	3%
	Unlimited Company	-4%	-7%	3%
	LLP	1%	1%	-
Median Gender Pay Gap	Firmwide	12%	13%	-1%
	Unlimited Company	-4%	-4%	-
	LLP	-4%	5%	-9%
Mean Bonus Pay Gap	Firmwide	14%	9%	5%
	Unlimited Company	-14%	-31%	17%
	LLP	15%	12%	3%
Median Bonus Pay Gap	Firmwide	-1%	5%	-6%
	Unlimited Company	-32%	-32%	-
	LLP	35%	27%	8%
% Males Receiving Bonus	Firmwide	88%	86%	2%
	Unlimited Company	92%	75%	17%
	LLP	84%	100%	-16%
% Females Receiving Bonus	Firmwide	89%	84%	5%
	Unlimited Company	92%	76%	16%
	LLP	85%	97%	-12%
% Males Receiving Benefits in Kind	Firmwide	62%	66%	-4%
	Unlimited Company	72%	50%	22%
	LLP	52%	87%	-35%
% Females Receiving Benefits in Kind	Firmwide	65%	66%	-1%
	Unlimited Company	74%	59%	15%
	LLP	55%	78%	-23%