

DENTONS

UK Gender and Ethnicity Pay Gap Reporting 2024

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Summary

Our UK gender and ethnicity pay and bonus gaps based on data from May 2023 to April 2024

Definitions

- *Pay gaps are based on average hourly pay on a snapshot date of 5 April 2024*
- *Bonus gaps are based on bonus payments made between May 2023 and April 2024*

Gender

- We have more women than men at most levels in the UK (excluding partnership) but have a far higher proportion of women in roles with relatively lower pay, such as secretaries, trainees and paralegals. This impacts both median and mean levels of pay. We also have proportionally more women than men based outside London where the average pay is lower.
- Every year, we see changes to our UK workforce composition, which will impact on our gender pay gap. As a result, our mean employee gender pay gap has ranged from 16% to 24% since our first report in 2017.
- Over the last 12 months, we have improved the gender balance in the UK by increasing the number of women partners.

Ethnicity

- As with last year, we continue to increase our ethnic diversity among trainees, paralegals, junior associates and apprentices in the UK, which demonstrates our long-term commitment to increasing ethnic diversity through an array of pathways to both legal and business professions in the UK.
- This means a greater proportion of our ethnic minority employees in the UK are employed in roles where the pay is relatively lower.
- Whilst we have ethnicity data for more than 80% of our people in the UK, increasing this percentage in 2025 will enhance our ability to develop and implement the most robust actions to close the gap.

Advancing inclusion: sustaining progress and driving meaningful change

Over the last 12 months, we focused on embedding our inclusion and diversity action plan in the UK

Inclusion is a deep part of our roots. It is core to our values and central to delivering our five-year regional strategy

We are committed to fostering an environment where everyone has the opportunity to succeed. Our annual pay gap reporting in the UK provides an important measure of progress and, while our figures show there is still work to do, when it comes to representation within our workforce we are making progress. We are focused on addressing representation which will deliver long-term, meaningful change.

Sustaining progress through action

Over the past year, our focus has been on embedding the initiatives set out in our UKIME Inclusion and Diversity action plan. We have worked to ensure that our existing strategies are delivering impact in the UK. This has included work in the UK to:

- strengthen recruitment processes to widen access and improve representation;
- continue to invest in career development through initiatives such as the Women's Careers Directions programme;
- widen access to the legal profession through our award-winning UK apprenticeship scheme; and
- support racial equity through our commitment to the UK's Race at Work Charter.

Understanding our pay gap in the UK

Our pay gap is primarily influenced by the current distribution of representation within the firm, as there is an imbalance in the proportions of men and women, as well as ethnic minority and white colleagues, across various levels. While we have seen pleasing progress in certain areas, including female partners, change takes time. We remain committed to building a firm where talent thrives based on merit and opportunity, not background.

Looking forward

Progress requires consistent focus. We will continue to challenge ourselves to drive meaningful change. Inclusion is not just about how we support our people – it is also fundamental to how we serve our clients. By continuing to collaborate with our clients, peers and broader communities, we will continue to play our part in driving positive change, both within our firm and across the legal profession.



Paul

Paul Jarvis

CEO for Dentons UK, Ireland and Middle East

Understanding the data (1)

The difference between pay gaps, bonus gaps and equal pay in the UK

A look back in time

The data in this report relates to the period from April 2023 to April 2024 and therefore reflects our firm at this point in the past. We have made progress on our inclusion and diversity action plan since then. Much has changed positively in the period since, the impact of which will be felt in future reports.



What are pay gaps?

- Pay gaps show the difference in **average hourly pay** between two groups of people within a workforce. It is based on a snapshot of 5 April each year (which is 5 April 2024 in this report).
- It does not take into account job-type or level so, if you have more of one group in senior roles (which are often better paid) than in junior roles, this causes a pay gap. It also does not factor in geographical differences in pay.



How is this different to equal pay?

- Equal pay compares the pay of employees doing the **same or similar work**, rather than the average across different roles and levels like the pay gaps.
- This report does not cover equal pay.
- We have real-time processes throughout the year to ensure decisions on rewards are fair and guided by evidence and data.
- We will undertake an equal pay review in 2025.

What are bonus gaps?

- Bonus gaps show the difference in **bonus payments** related to profit-sharing, productivity, performance and other rewards between two groups.
- This data is based on any bonus payments made between the start of May and the end of April the following year. In this report, the bonus gap is based on additional payments related to reward between 1 May 2023 and 30 April 2024.
- Those who join during the reporting period or work part-time have a lower "bonus salary" which is different to their actual salary and influences the overall bonus they receive. Those who take family leave receive prorated bonus payments.

Understanding the data (2)

Who is included in this report and how they are grouped

Groupings

- **UK employees:** All UK-based employees of Dentons UK and Middle East LLP.
- **UK employees and partners combined:** All UK-based employees and partners.
- **Partners only:** All partners from across our UK, Ireland and Middle East region combined.

Gender calculations

- It is mandatory to report our **UK employee** data.
- We voluntarily include additional data on our **UK partners and employees combined** for transparency.
- We are required to report the data in a binary way ("women" and "men") by the UK's Government Equalities Office which does not consider other gender identities (e.g. non-binary). Throughout this report, we use the terms "gender", "women" and "men", but recognise that this refers to the biological sex rather than gender identity for some.

Ethnicity calculations

- Ethnicity pay gap reporting is **entirely voluntary** and we choose to publish this with the same granularity of data each year.
- It is calculated using the **same methodology** as the gender pay gap reporting to help us compare progress, year-on-year.
- This means everyone from an ethnic minority background (e.g. Black, South Asian) is **grouped** and compared to anyone who identifies as white. We recognise that there are differences across ethnic groups and limitations of this grouping.
- Our ethnicity data is based on **voluntary self-identification**. The more complete this is, the more accurate our calculations. As of 5 April 2024, 17.7% of our employees self-identified as being an ethnic minority, 64% white, with a further 18.4% either unknown or preferring not to share this data with us.

Statutory v. voluntary reporting

Since 2017, all UK companies with more than 250 employees have been required to publish their **gender** pay and bonus gaps. We have also voluntarily reported on our **ethnicity** pay and bonus gaps in the UK, using the same method since 2022.



1. Gender

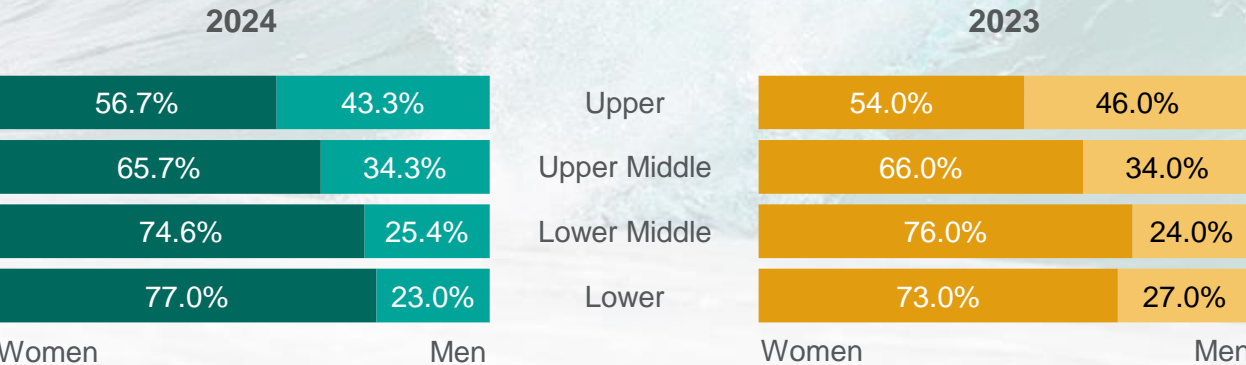
1.1. UK employees (excluding partners)

This section shows the gender pay gaps for UK-based employees of Dentons UK and Middle East LLP by gender, which includes employees based in London, Milton Keynes, Edinburgh, Glasgow and virtually.

Gender pay gaps



Men and women in each pay quartile



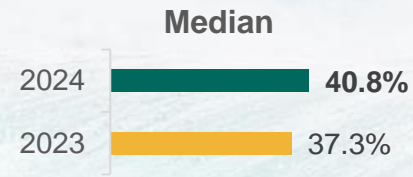
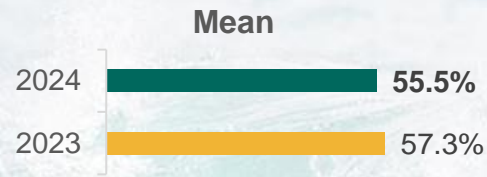
Calculations

The pay gap and pay quartile data on this page is based on a snapshot date of 5 April 2024.

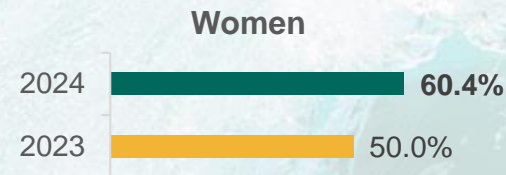
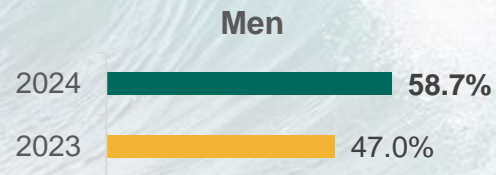
Definitions

- **Mean pay gap:** The difference between the mean (average) hourly earnings for all women and all men who are employees.
- **Median pay gap:** The difference between the mid-point of hourly pay for all women and all men who are employees.
- **Pay quartiles:** If all employees were ordered by their hourly rate of pay, then split into four equal groups, the quartile figures show the proportion of women and men in each group.

Gender bonus gaps (UK)



Proportion of women and men who received a bonus in the pay period (UK)



Calculation

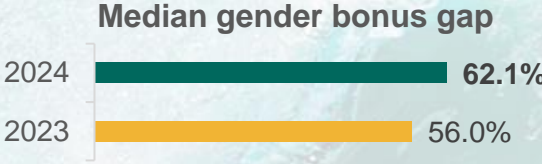
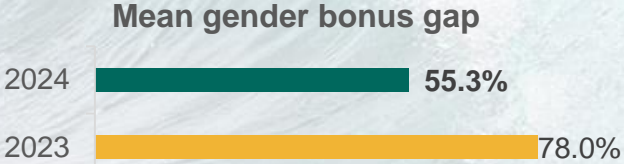
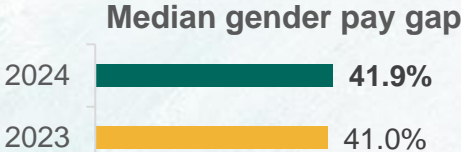
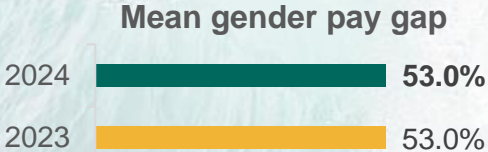
This data shows any bonus payments made to employees between 1 May 2023 and 30 April 2024. This can include payments related to profit-sharing, productivity and performance, as well as other rewards.

Definitions

- **Mean:** The difference between the mean (average) bonus payments made to all women compared to all men who are employees.
- **Median:** The difference between the mid-point of bonus payments made to all women compared to the mid-point for all men who are employees.
- **Proportion of the group receiving a bonus:** The proportion of women and men who were paid a bonus in the reporting period.

1.2. UK employees and partners combined

The gender pay and bonus data below is based on an hourly rate for employees and partners combined. For partners, this reflects total compensation (fixed profit share, value of points and bonus).



Pay gap calculations

Based on a snapshot date of 5 April 2024.

Bonus gap calculations

Any bonus payments made between 1 May 2023 and 30 April 2024. This can include payments related to profit-sharing, productivity and performance, as well as other rewards.



An underwater photograph showing a large school of fish swimming in clear, blue water. Sunlight filters down from the surface, creating a shimmering effect. A large, dark blue, semi-transparent shape is overlaid on the right side of the image, partially covering the fish. The text '2. Ethnicity' is written in white, bold, sans-serif font across the middle of the image, overlapping the fish and the blue overlay.

2. Ethnicity

Calculations

The pay gap and pay quartile data on this page is based on a snapshot date of 5 April 2024. It is based on voluntary self-identification and 17.7% of our employees identified as an ethnic minority.

Definitions

- **Mean pay gap:** The difference between the mean (average) hourly earnings for ethnic minority employees and white employees.
- **Median pay gap:** The difference between the mid-point of hourly pay for all ethnic minority employees and all white employees.
- **Pay quartiles:** If all employees were ordered by their hourly rate of pay, then split into four equal groups, the quartile figures show the proportion of ethnic minority and white employees in each group.

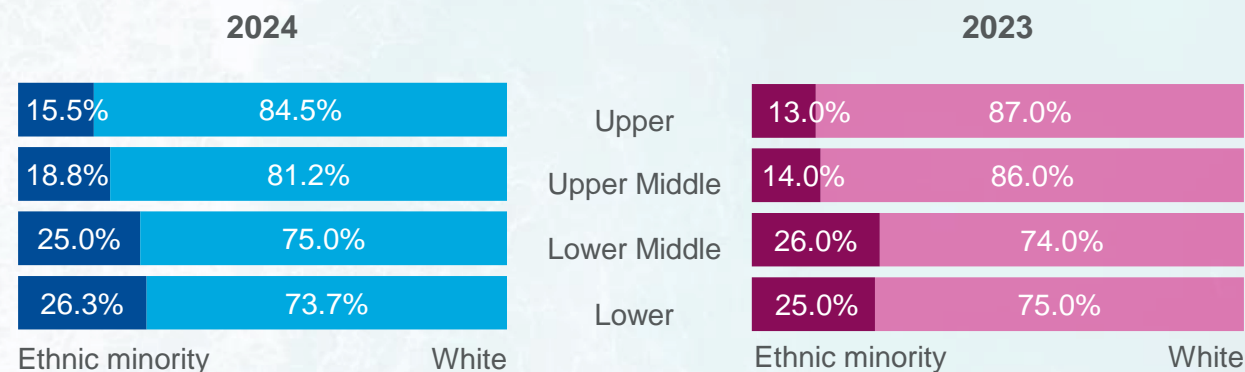
2.1. UK employees

This section shows the gender pay gaps for UK-based employees of Dentons UK and Middle East LLP by gender, which includes employees based in London, Milton Keynes, Edinburgh, Glasgow and virtually.

Ethnicity pay gaps



Ethnicity by pay quartile



Calculation

This data shows any bonus payments made to employees between 1 May 2023 and 30 April 2024. This can include payments related to profit-sharing, productivity and performance, as well as other rewards.

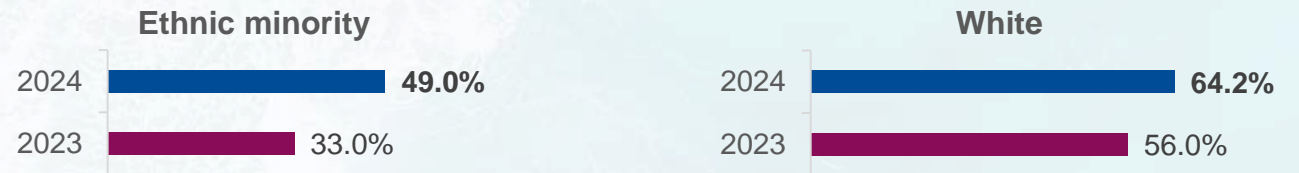
Definitions

- **Mean pay gap:** The difference between the mean (average) bonus payments made to all ethnic minority employees compared to all white employees.
- **Median pay gap:** The difference between the mid-point of bonus payments made to all ethnic minority employees compared to the mid-point for all white employees.
- **Proportion of the group receiving a bonus:** The proportion of ethnic minority and white employees who were paid a bonus in the reporting period.

Ethnicity bonus gaps (UK)



Proportion of ethnic minority and white employees who received a bonus in the pay period (UK)



Pay gap calculations

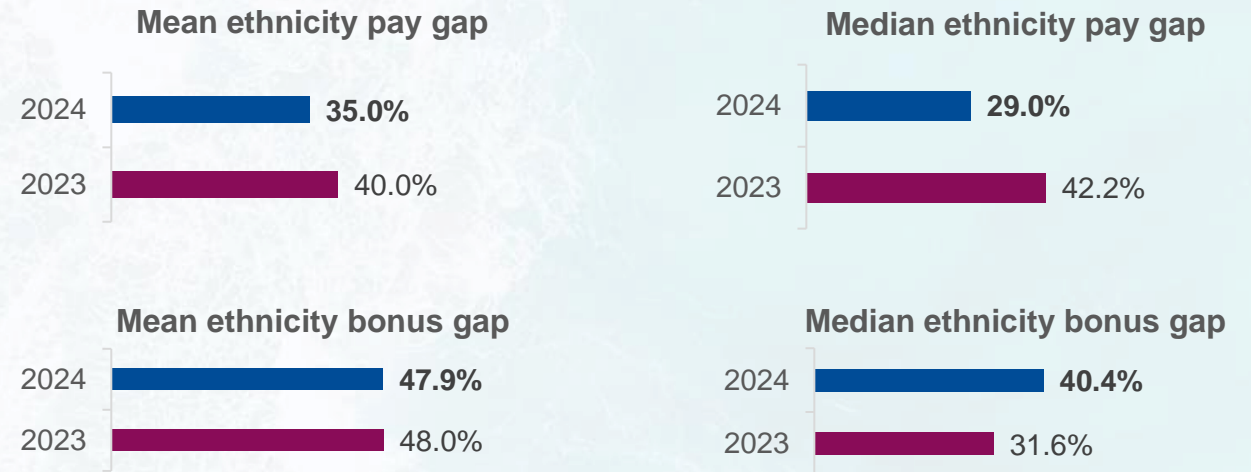
We have calculated UK employees and partners combined for the first time this year, using the same methodology as for gender pay and bonus gaps, based on a snapshot date of 5 April 2024.

Bonus gap calculations

Any bonus payments made between 1 May 2023 and 30 April 2024. This can include payments related to profit-sharing, productivity and performance, as well as other rewards.

2.2. UK employees and partners combined

The ethnicity pay data below is based on an hourly rate for employees and partners combined. The partner data reflects total compensation (fixed profit share, value of points and bonus).





DENTONS

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