

EVERSHEDS
SUTHERLAND

Gender pay report

2017

Our commitment

At Eversheds Sutherland we are committed to creating a workplace which reflects the world around us and where everyone has equal opportunities for development and progression. Our latest internal survey shows that 93% of our female employees believe that Eversheds Sutherland supports diversity in the workplace, and 82% believe we are an employer of choice for women in the legal sector. Eversheds Sutherland has featured in the Sunday Times Top 50 Employers for Women list for the past seven years.

We are committed to pay equity at Eversheds Sutherland and we welcome the new gender reporting regulations and the transparency they bring to this critical issue. Keeping gender and other diversity issues as a central part of our agenda is crucial to enable our business to succeed in the future.

We are proud of the progress that we have made in terms of gender equality. Increasing female representation at partner level has been a key objective for us for a number of years, and we have already exceeded our initial female partner target of 25%. We recently announced our new target, that women represent 30% of the partnership by 2021. Likewise, we have met our initial target that 30% of our Partnership Council (our board) members are women and, as of 1 May 2018, the gender split will be 50:50.

However our statistical analysis to produce our gender pay report has identified that there are female representation imbalances in parts of the wider firm which present us with further opportunities to develop a more consistent gender balance.

To support this we will:

- Continue monitoring our pay difference throughout our pay, bonus and promotion cycles

- Work with our newly-appointed Gender Champion, Partner Diane Gilhooley, and use our newly launched Gender Network as a think-tank to inform our approach to gender diversity
- Refresh our flagship global female development programme, Development Plus, which supports the development and retention of our senior lawyers and business services professionals. The programme will be open to all women at this level for the first time in 2018
- Appoint at least one partner in each office to act as the local gender sponsor to help drive activity to support both the gender network and the Development Plus programme.

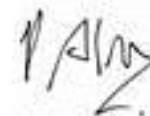
The information below shows our overall mean and median gender pay difference based on hourly rates of pay, and our mean and median bonus difference based on bonuses paid in the year to 5 April 2017, as well as the proportions of males and females receiving a bonus and our pay distribution quartiles in accordance with the requirements of the regulations.

Whilst the regulations require us only to report on employees, we have also reported the gender pay difference among our Equity and Fixed Share Partner groups.

We confirm that the information is accurate and has been calculated in line with the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).



Lee Ranson
CEO

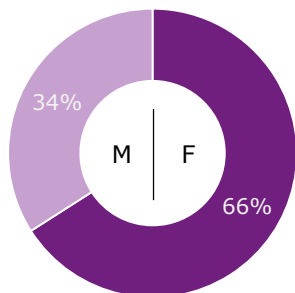


Paul Smith
Chairman

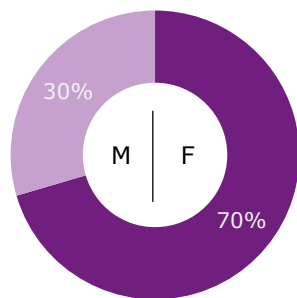
Our gender and pay distribution

As at 5 April 2017, Eversheds Sutherland in the UK had 2173 employees on our payroll of which 66% were female and 34% were male. In addition, our partner population was 27% female and 73% male.

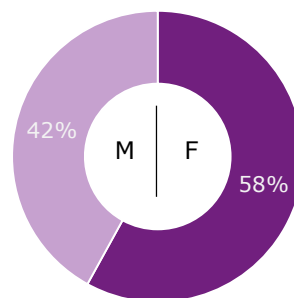
Employees



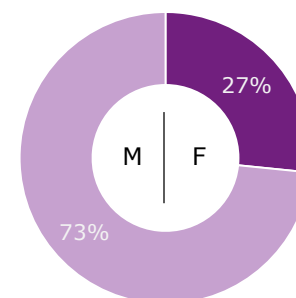
Non-lawyers



Lawyers



Partners



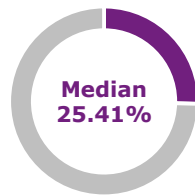
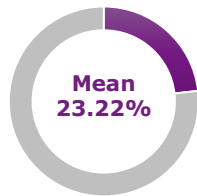
Common across many law firms is the number of female employees in secretarial and administrative positions. The below quartiles demonstrate that we have nearly twice as many females in lower base pay roles. This representation influences our overall mean and median gender pay and bonus differences as set out below.

	Number of females in this quartile:	% of females in this quartile:	Number of males in this quartile:	% of males in this quartile:
Q1: Lower	403	74.22%	140	25.78%
Q2: Lower middle	405	74.59%	138	25.41%
Q3: Upper middle	342	62.98%	201	37.02%
Q4: Upper	283	52.02%	261	47.98%

Our gender pay position

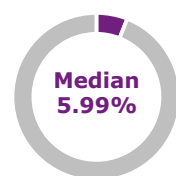
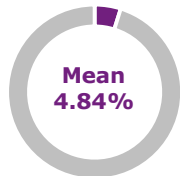
The **mean** is the average. We reach a mean percentage by adding all our figures together and dividing them by the total number of employees. We reach our **median** percentage by listing our employees pay from smallest to largest with the middle pay being the median.

As at 5 April 2017, our gender pay difference across the firm for all employees was:



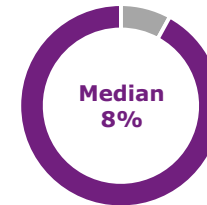
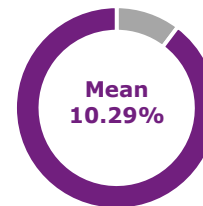
The **mean** pay difference between our male and female employees for this reporting period was 23.22%. Our **median** pay difference between our male and female employees for this reporting period was 25.41%.

As a law firm we believe it is important to also consider our lawyer gender pay difference.



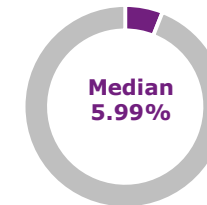
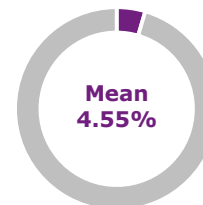
The **mean** pay difference between our male and female lawyers for this reporting period was 4.84%. The **median** pay difference between our male and female lawyers for this reporting period was 5.99%.

Whilst we are not required to report on the gender pay difference of our partner population, we believe it is important to do so.



The **mean** pay difference between our female and male Equity Partners for this reporting period was 10.29%. The **median** pay difference between our female and male Equity Partners for this reporting period was 8%.

Our Fixed Share Partner (FSP) pay difference



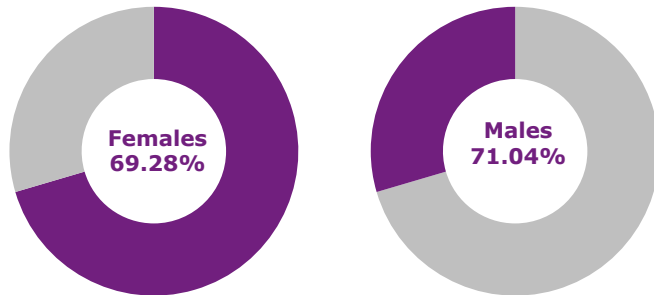
The **mean** pay difference between our male and female FSPs for this reporting period was 4.55%. The **median** pay difference between our male and female FSPs for this reporting period was 5.99%.

Our bonus pay position

Bonus pay is inclusive of chargeable hours, discretionary bonuses as well as recognition awards. We operate different bonus schemes for fee earners and non fee-earners which apply equally to men and women in those categories. Both of these schemes reward performance by recognising achievement of specified objectives.

Our analysis suggests that higher representation of females in the non fee-earner category reflects the higher bonus differences for the overall firm because more females received bonuses at the lower end of the value range (i.e. £0-£500) because of their roles.

Our proportion of bonus paid by gender



The **mean** bonus difference between our male and female employees for this reporting period was 42.8%.
The **median** bonus difference between our male and female employees for this reporting period was 31.25%.

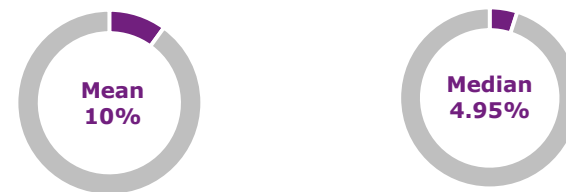


Our lawyer bonus difference

The **mean** bonus difference between our male and female lawyers for this reporting period was 18.23%. Our **median** bonus difference between our male and female lawyers for this reporting period was 3.23%.



Fixed Share Partner bonus difference



There is no bonus element in Equity Partner compensation. The **mean** bonus difference between our male and female FSPs for this reporting period was 10%. The **median** bonus difference between our male and female FSP's was 4.95%.

Gender pay report

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

[eversheds-sutherland.com](https://www.eversheds-sutherland.com)

This information pack is intended as a guide only. Whilst the information it contains is believed to be correct, it is not a substitute for appropriate legal advice. Eversheds Sutherland (International) LLP can take no responsibility for actions taken based on the information contained in this pack.

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