

The logo for Hogan Lovells, consisting of the words "Hogan" and "Lovells" stacked vertically in a black serif font, set against a light green square background.

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UK Pay Gap Report

2024

Inspiring. Investing. Including. Engaging difference to elevate everyone.

In this year's UK Pay Gap Report we are sharing pay gap information related to disability, ethnicity, gender, and sexual orientation, as well as information on partner pay gaps and breakdowns of pay gaps for lawyers and business teams across our UK offices, to enhance transparency even further.

We recognise that pay gaps can arise for different reasons, including the wide range of roles within the cohorts measured. However, we remain committed to closing such gaps by focusing on initiatives that are most likely to drive meaningful change.

We are proud of our ongoing efforts to strengthen our approach to fostering an inclusive environment for our people, clients, and community. Thank you for taking the time to read our UK Pay Gap Report 2024.



Penny Angell
UK Managing Partner

A handwritten signature in black ink that reads "Penny Angell".

Pay gaps overview

Pay gaps highlight the difference between the average pay of one group (e.g. women) and the average pay of another group (e.g. men), irrespective of any differences in the work they do. As a result, it is affected by how the workforce is made up, including the numbers of individuals in the respective groups, types of jobs and levels of seniority.

We have applied the same method used for the gender pay gap for the other pay gaps we have shared. The pay gaps investigated show the difference between the groups as prescribed below:

Pay gap	Group	Group
Gender	Men	Women
Disability	Non-disabled	Disabled
Ethnicity	White	Ethnic minority
Sexual orientation	Heterosexual	Lesbian, gay, bisexual and other sexual orientations

We are aware that not all employees would categorise themselves in this binary way and some of our colleagues would not identify with other broad categories used in this report. However, the data has been aggregated in this way to not compromise confidentiality and produce data which can be analysed meaningfully. This report is related to UK Hogan Lovells Services employees. Unless explicitly stated, the data within this report does not relate to partners as partners are not employees of Hogan Lovells Services.

Term explanation

- **Pay gap** - the difference between the median and the mean hourly rate of pay between two groups based on the April 2024 pay period. Pay gaps are different from the right to equal pay. Equal pay is providing the same pay irrespective of a protected characteristic for those doing the same or similar work or work that is different but of equal value.
- **Bonus gap** - the difference between the median and the mean value of bonus pay between two groups over the 12 months to April 2024.
- **Bonus proportions** - the proportion of people within a category who received bonus payment during the 12 months to April 2024.
- **Quartile pay bands** - if the total workforce was put in order of hourly rate of pay and then split into four groups of equal size, or quartiles (lower, lower middle, upper middle and upper). This is the proportion of those in each of the four groups.
- **Mean** - the average of all the numbers in a dataset. By adding up all the numbers and then dividing the result by how many numbers there are. For example, to find the mean hourly rate of pay for women employees, add all their hourly rates together and then divide the total by the number of women employees.
- **Median** - the numerical value which splits the top 50% of the population from the bottom 50%. To find the median, all the values are listed, in this case calculations of total hourly pay. For example, the women's median pay would be calculated by putting the hourly pay of all women in numerical order. If there is an odd number of values, the median is the number in the middle. If there is an even number of values, the median is the mean of the two central numbers.
- **Partner pay gap** - partner data relates to the statutory reporting date of 5 April 2024 for UK partners. As there is no statutory guidance on this calculation for partners, we have used total compensation for the 12 month period as per Hogan Lovells financial year from 1 January to 31 December 2023. Previous year relates to the financial year ending 31 December 2022.
- **Business team** - relates to all UK employees who are not paralegals, trainee solicitors, associates, senior associates, counsel, consultants.
- **Lawyer population** - includes all UK associates, senior associates, counsel, consultants.

Gender pay gap

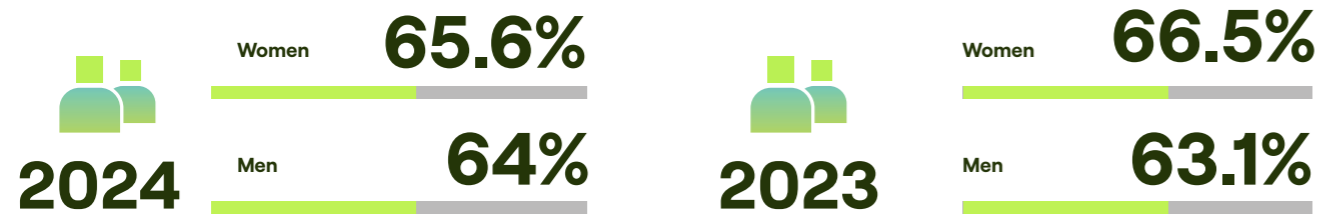
■ We continue to see a gender pay gap as the composition of our workforce remains largely unchanged. A high proportion of our secretarial and junior business team roles are performed by women, which has the effect of increasing women's representation in the lower quartile and therefore exacerbates the impact on the gender pay gap.

■ There is a 50:50 percentage representation for women and men in the upper pay quartile.

Employees only gender pay and bonus gap

Hourly pay				Bonus			
Mean		Median		Mean		Median	
2024	2023	2024	2023	2024	2023	2024	2023
21.7%	18.6%	44.5%	34%	49.5%	44.9%	45.4%	54%

Proportion of women and men receiving a bonus payment



Proportion of women and men in each pay quartile

Year	Women	Highest hourly rate	Men	Quartile
2024	49.6%		50.4%	Upper
	59.1%		40.9%	Upper middle
	61.3%		38.7%	Lower middle
	80.3%	Lowest hourly rate	19.7%	Lower
2023	52%		48%	Upper
	60.6%		39.4%	Upper middle
	59%		41%	Lower middle
	81.1%	Lowest hourly rate	18.9%	Lower

Lawyer population gender pay and bonus gap

2024		2023		2024		2023	
Hourly pay		Hourly pay		Bonus		Bonus	
Mean	Median	Mean	Median	Mean	Median	Mean	Median
7.6%	9.8%	7.9%	10.2%	33.9%	49.5%	26.7%	29.2%

Business team gender pay and bonus gap

2024		2023		2024		2023	
Hourly pay		Hourly pay		Bonus		Bonus	
Mean	Median	Mean	Median	Mean	Median	Mean	Median
20%	25.2%	25.5%	25.3%	40.8%	37.5%	55.2%	41.3%

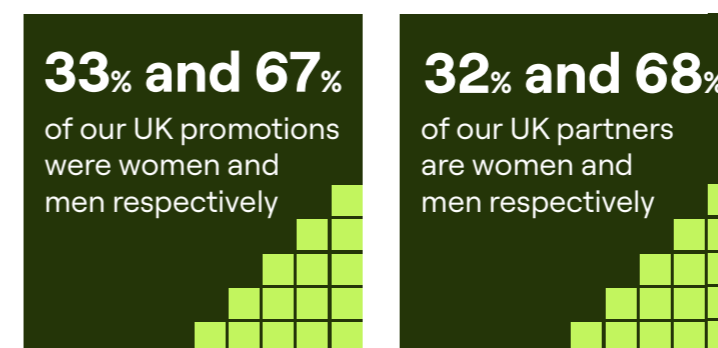
Partner total compensation gender pay gap

Total compensation			
Mean		Median	
Current year	Previous year	Current year	Previous year
33.7%	31.9%	36.7%	32%

Combined employee and partner gender pay gap

2023/2024 Total compensation			
Mean		Median	
2024	2023	2024	2023
59.6%	59.8%	42.4%	38.2%

Hogan Lovells UK Partnership



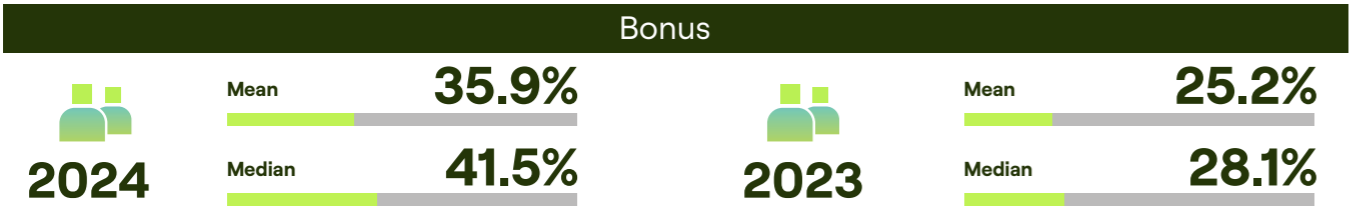
As of 1 January 2025

Ethnicity pay gap

- We are voluntarily reporting ethnicity pay gap data for the seventh consecutive year.
- We rely on our people to provide their race and ethnicity data, 93.9% of our people have voluntarily shared their race and ethnicity (including “prefer not to say”). Of those who have shared, 19.5% of our people identify as a racial or ethnic minority.

Employees only ethnicity pay and bonus gap

Hourly pay			
Mean		Median	
2024	2023	2024	2023
18%	14.4%	24.1%	20.6%



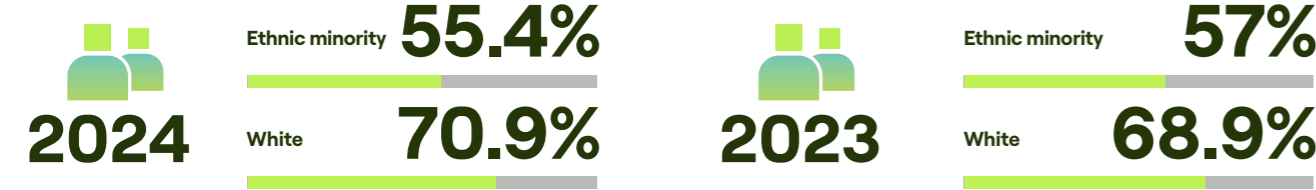
Partner total compensation ethnicity pay gap

Total compensation			
Mean		Median	
Current year	Previous year	Current year	Previous year
41.2%	40.3%	28.7%	32.8%

Combined employee and partner ethnicity pay gap

2023/24 Total compensation			
Mean		Median	
2024	2023	2024	2023
52.3%	48.4%	40.2%	35.1%

Proportion of ethnic minority and white colleagues receiving a bonus payment

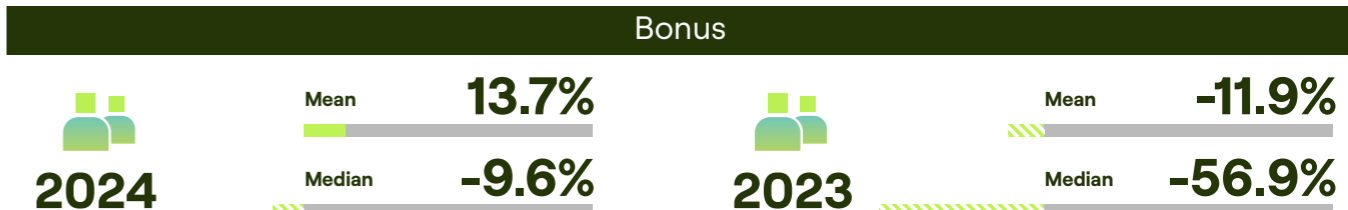


Sexual orientation pay gap

- We rely on our people to provide their diversity data, 88.5% of our people have voluntarily shared their sexual orientation (including “prefer not to say”). Of those who have shared, 5% identify as LGBTQ+.
- As a result, even small changes to our LGBTQ+ population can cause a significant change to the sexual orientation pay gap figures.

Employees only sexual orientation pay and bonus gap

Hourly pay			
Mean		Median	
2024	2023	2024	2023
4.5%	3.7%	23.1%	8.4%



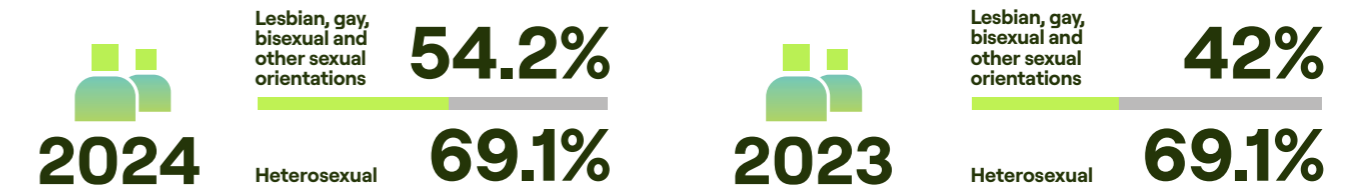
Partner total compensation sexual orientation pay gap

Total compensation			
Mean		Median	
Current year	Previous year	Current year	Previous year
35.9%	38.3%	26%	29%

Combined employee and partner sexual orientation pay gap

2023/24 Total compensation			
Mean		Median	
2024	2023	2024	2023
41%	39.4%	29.2%	20.2%

Proportion of lesbian, gay, bisexual and other sexual orientations and heterosexual colleagues receiving a bonus payment

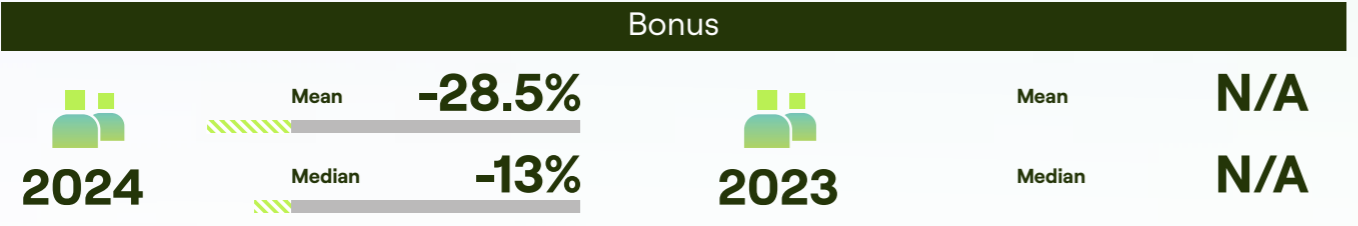


Disability pay gap

- This is the first year we are voluntarily reporting our disability pay gap data.
- We rely on our people to provide their diversity data, 72.8% of our people have voluntarily shared their disability data (including “prefer not to say”). Of those who have shared, 4.1% identify as disabled.

Employees only disability pay and bonus gap

Hourly pay			
Mean		Median	
2024	2023	2024	2023
-2.4%	N/A	11%	N/A



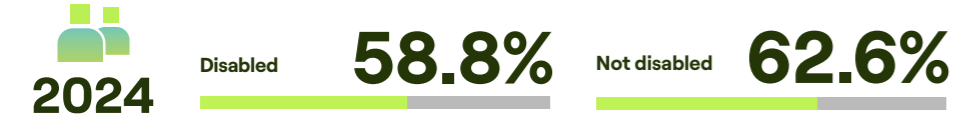
Partner total compensation disability pay gap

Total compensation			
Mean		Median	
2024	2023	2024	2023
-18.7%	N/A	-39.3%	N/A

Combined employee and partner disability pay gap

Total compensation			
Mean		Median	
2024	2023	2024	2023
-18.5%	N/A	-7.3%	N/A

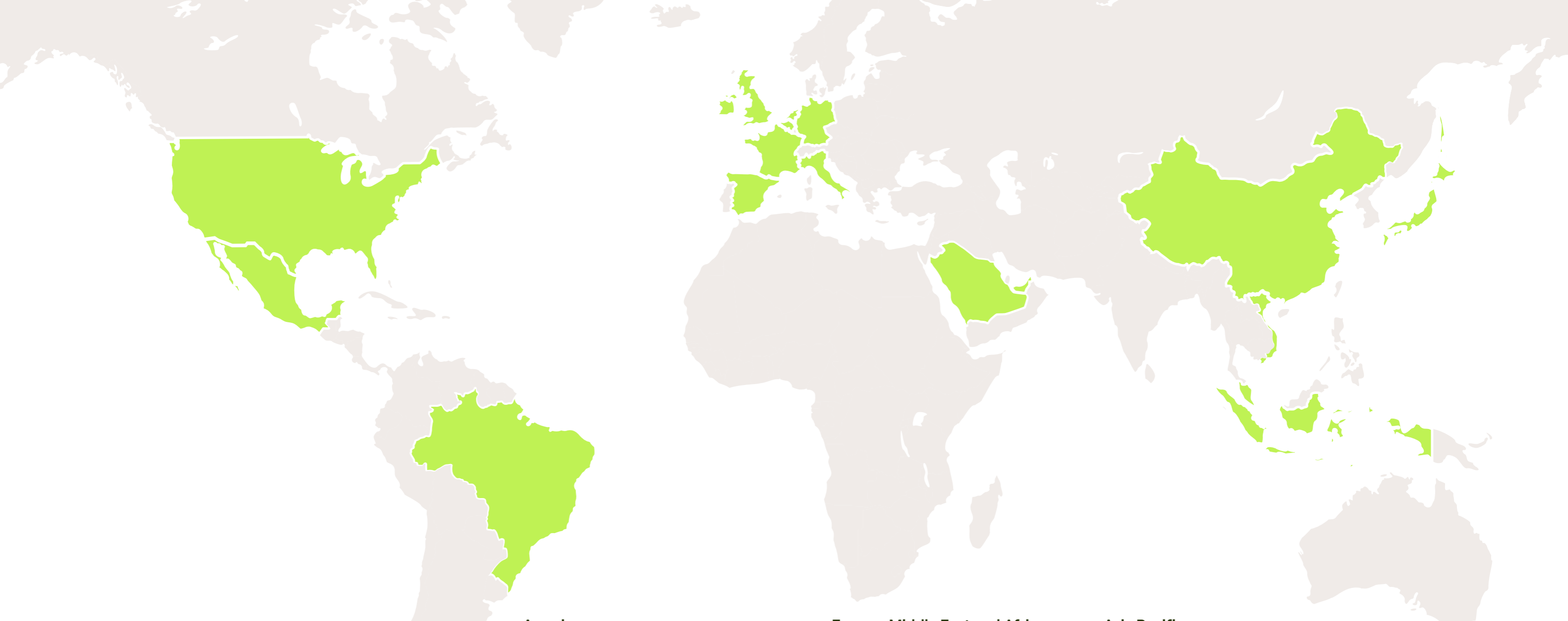
Proportion of disabled colleagues and colleagues not disabled receiving a bonus payment



Closing our UK pay gaps

Our intention is to make a meaningful, positive impact on everyone at our firm by fostering an inclusive culture that celebrates and values difference, provides opportunity to all, and empowers our people to thrive as their authentic selves. As a strategic priority for the firm, we take a holistic approach to leveraging the strengths of our people. Whether it is training and team building, sponsorship, mentorship, accountability through leadership or working with our clients, our core mission is to cultivate an inclusive workplace, to create more collaborative relationships, and further enhance our ambitious and supportive culture.

- We annually run a self-ID campaign to collect diversity data on a voluntary, self-identification basis. Collecting diversity data of our people helps us to gain a deeper insight into the impact of our work, practices, and policies on those at the firm, more effectively identify where the barriers may be for some on their career paths, and contribute to our inclusive culture, and supports pay gap reporting.
- Our seven UK employee networks cover gender equality, race/ethnicity, LGBTQ+, working families, generations, faith, religion and culture and social mobility. Each network has its own purpose and mission, and are open for all to join and participate in events. Our employee networks are a key part of driving an inclusive firm culture for the communities they serve and encouraging allyship.
- We continue to offer all of our lawyers and business team professionals learning and development opportunities including at career milestones.
- We have been recognised for our efforts in the UK by the legal industry resulting in numerous recognitions in 2024, including Women in Law Empowerment Forum Gold Standard Certified for the sixth consecutive year and Social Mobility Foundation Top 75 Employer for the eighth consecutive year.



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