

Hogan Lovells 2017 Gender Pay Report



At Hogan Lovells we are an equal pay employer, ensuring fair and competitive reward for equivalent work. We are committed to workplace equality and to recruiting, retaining and advancing a diverse workforce where all our people can be themselves and feel empowered to succeed. We are proud to be a family friendly employer and promote agile and part-time working opportunities for all. We were listed in the annual UK Top 30 Employers for Working Families List, and recognised as a Times Top 50 Employer for Women for the sixth time in 2017.



Susan Bright
Regional Managing Partner,
UK and Africa

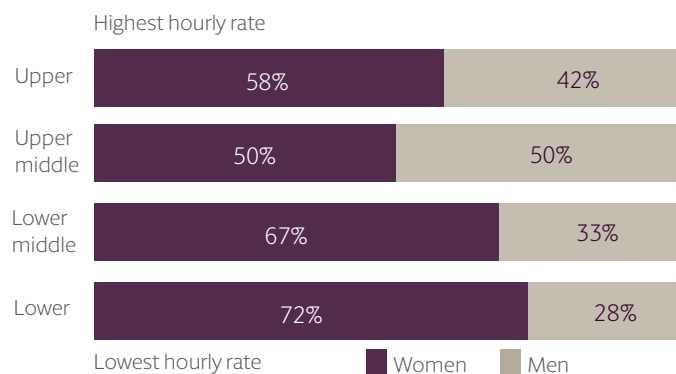
Gender pay and bonus gap

	Mean	Median
Hourly pay	15.3%	26.0%
Bonus	47.9%	62.3%

Proportion of women and men receiving a bonus payment

Women	54.3%
Men	47.3%

Proportion of women and men in each pay quartile



Understanding the gap

We have analysed our data and have concluded that:

- **Women comprise two thirds of our workforce** and are well represented at every level of our organisation. The gender split in the upper quartiles demonstrates our commitment to ensuring women reach senior positions.
- We are confident we provide equal opportunity for reward, with **54% of our women receiving a bonus**.
- We are proud that we actively promote and support agile working, with **19% of women and 2% of men working part-time**. The significantly higher proportion of women working part time impacts our bonus gap because

bonuses are pro-rated for part-time workers and the requirement is to report on actual bonus figures not on the basis of full time equivalent data.

- Women are in the substantial majority in the lower pay quartiles, particularly for our business services roles, which influences both the overall hourly pay and bonus gap data:
 - Whilst we are confident that the roles that sit within these quartiles are paid at market rate, the fact that so many are performed by women has the effect of reducing the average pay of women overall in the organisation, which in turn influences our gender pay gap.
 - A high proportion of women in junior roles take up our flexible benefit opportunities which operate through a salary sacrifice system. This reduces the hourly rate of pay and therefore impacts our gender pay gap.
- When we analyse our bonus data by quartiles, **the bonus gap for the upper quartiles reduces to around 12%** which demonstrates the extent to which our overall figures are disproportionately influenced by the lower level quartiles.

We confirm the data reported is accurate for employees of Hogan Lovells Services. The data excludes partners, who are not employees.

One Hogan Lovells. Many perspectives.

Diversity is at the core of who we are and how we do business. We are a high performing global team with people from different backgrounds, perspectives and life experiences.

Our diversity strategy and activity includes:

- Network and affinity groups giving traditionally underrepresented groups in the legal profession a chance to network and foster relationships including our women’s network, **50:50**, and **StepUp**, our network for trainees, associates, and senior associates.
- **Partnering with the 30% Club**, a collaborative, concerted, business led effort to accelerate progress towards better gender balance in the workplace.
- **Formal and informal mentoring**, a two way relationship aimed at creating valuable thinking partnerships, as well as helping our employees take control of their careers.
- **Unconscious bias** training for all partners and senior managers to raise awareness of bias and its impact on the employee life cycle.
- **Supporting all our people** to reach their full potential by encouraging agile ways of working which enables more control over work life balance.

Lawyer population gender pay and bonus gap

(associates, senior associates, counsel, consultants)

	Mean	Median
Hourly pay	0%	0.3%
Bonus	16.1%	0.1%

Partner total compensation gap

	Mean	Median
‘Pay’ gap	-2.84%	-3.19%

The figures show that the gender pay gap for UK partners is in favour of women, with a percentage difference in the mean hourly rate of pay of minus 2.84% increasing to minus 3.19% for the median. As there is no statutory guidance on determining the gender pay gap calculation for partners we have taken an approach based on the total compensation received by a partner for their performance across the financial year. We believe that this provides the most reasonable basis for comparison.



At 1 January 2018, women held 34% of partner management positions globally within our business; 24% of our global partnership was female, with 25% in the UK.

