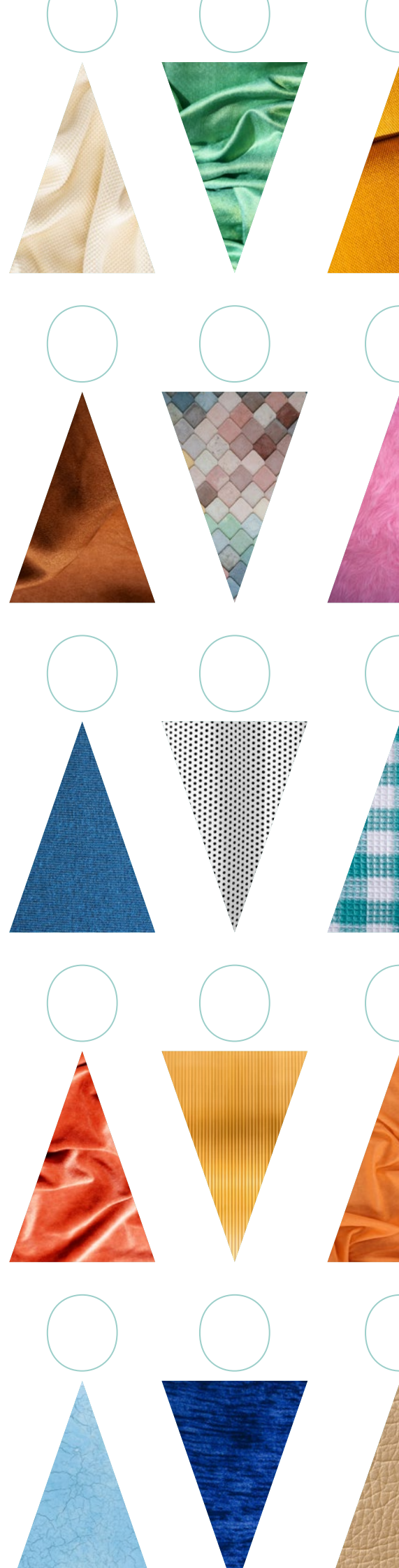


Bristows

Gender Pay Gap

Report 2023

Bristows is committed to creating and maintaining an environment in which our staff and Partners are rewarded on merit. We recognise and value the contributions of everyone we employ and work hard to ensure that our systems and processes are fair and equitable.



Gender pay gap

at Bristows

We confirm that the data in this report is accurate as of 5 April 2023, and is being published in accordance with the UK Government's requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Adrian Sim
Managing Partner



Steve Smith
Managing Partner



6.4%

The **mean** gender
pay gap

32%

The **median**
gender pay gap

98%

The number of **male**
employees receiving a bonus

98.8%

The number of **female**
employees receiving
a bonus

9.9%

The **mean** gender
bonus gap

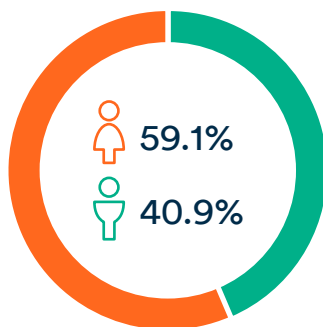
28.5%

The **median** gender
bonus gap

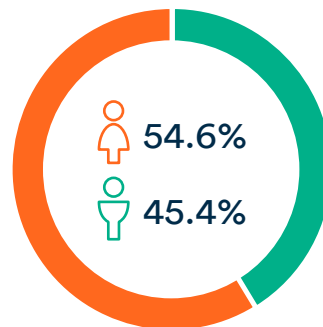


The percentage of males and females in each pay quartile band is:

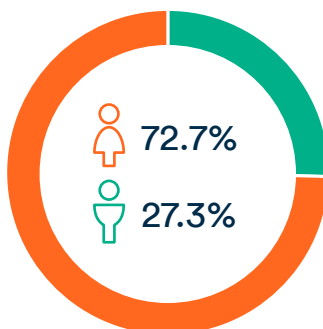
 Women  Men



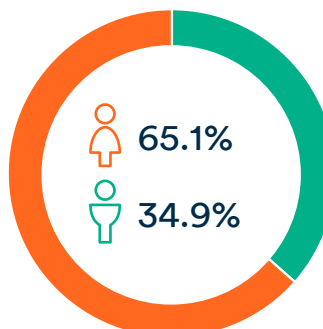
Includes all employees whose standard hourly rate places them in the **upper quartile**



Includes all employees whose standard hourly rate places them in the **upper middle quartile**



Includes all employees whose standard hourly rate places them in the **lower middle quartile**



Includes all employees whose standard hourly rate places them in the **lower quartile**

What these figures mean

Analysis of our gender pay gap

Our mean gender pay gap is **6.4%**, which is lower than the industry average and significantly lower than the UK-wide average.

Our median rate is at **32%**, higher than average, mainly as a result of having more female employees within the lower quartiles of pay, especially the PA population which makes up circa 10% of our workforce.

6.4%

The **mean** gender
pay gap

32%

The **median** gender
pay gap



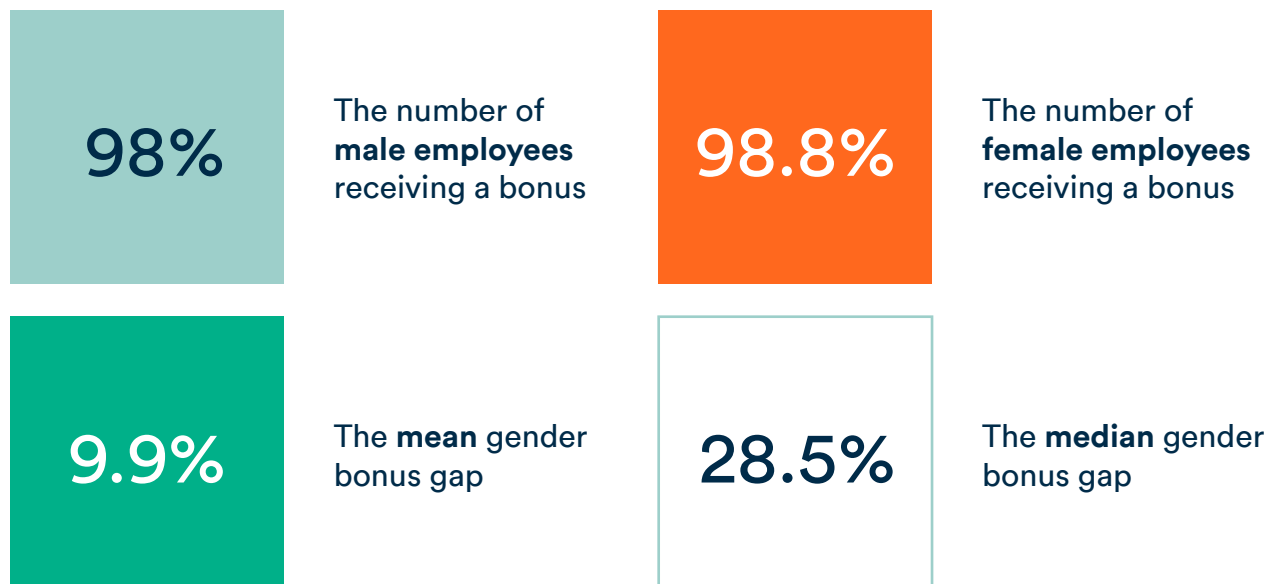
Employee pay at Bristows

The majority of our legal staff are paid according to bands which are set with reference to years of post-qualified experience. This ensures that rates are equalised across each level.

Our Business Services staff salaries are calculated with reference to a combination of industry benchmarks and role level.

Analysis of our gender bonus gap

We operate an annual bonus system based on the previous year's financial performance which applies an equal percentage across all staff.



The higher presence of women in business services roles in the lower quartile of pay explains the median bonus gap, in addition to the fact that bonuses are pro-rated for part time staff, 93% of whom are women.

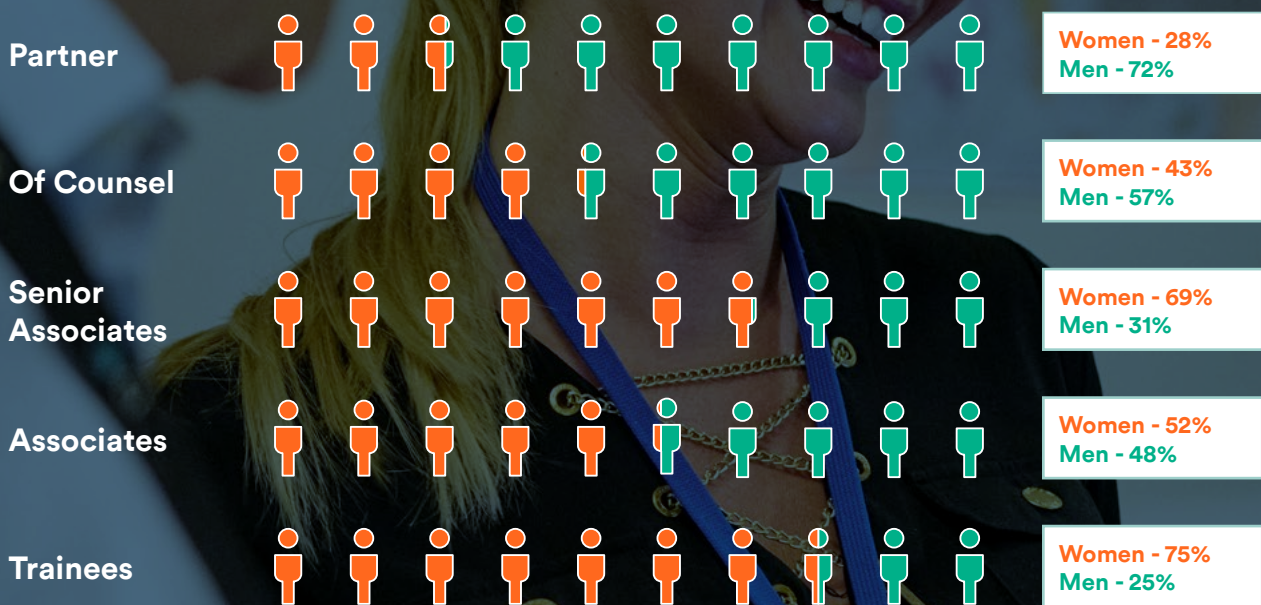


Our gender picture

The table below shows the distribution of women and men by fee earner level across the firm. The data shows a strong pipeline of women at the senior level, as **69% of Senior Associates** and **43% of Of Counsel** are women.

We recognise that women are currently underrepresented in the partnership, however much work has been done and continues to be done to ensure a balanced partner promotion pipeline. Eight out of nine promotions to partnership over the last 3.5 years have been women.

Figures from our Senior Associate promotion process are encouraging as, since 2020, **16 out of 27 promotions** have been female associates.



69%

of Senior Associates
are women

43%

of Of Counsel &
Senior Counsel
are women

50%

of business support
leaders are women

62%

of managers
are women

Business
Services



Women - 50%
Men - 50%

PAs



Women - 100%
Men - 0%

Leadership &
Management



Women - 50%
Men - 50%

Managers



Women - 62%
Men - 38%



Partner pay gap

The nature of a LLP means that partners receive a share of profit rather than a salary and are excluded from the statutory pay gap reporting requirements. However, we report these figures below to show the full story of our firm and to be as transparent as possible.

16%

The **mean** gender pay gap

28.5%

The **median** gender pay gap

Bristows is a full equity partnership and we use a pure lockstep remuneration system.

Our partners share the profits of the firm equally according to a points system based on how many years they have been a partner, with the highest level after ten or more years.

Our pay gap figures shown above reflect the fact that we currently have fewer female partners at the top of the lockstep. We are pleased to note, however, that the gap is smaller (and in some instances negative) at the more junior end of our partnership.

Our ongoing efforts to promote female partners are going well. Both partners promoted in our latest round were female. We currently have a healthy pipeline of Senior Associates, many of whom are female, who will be pushing for promotion to partnership over the next few years. We are confident this will have an impact on the partner pay gap numbers in the coming years.

How we promote gender equality

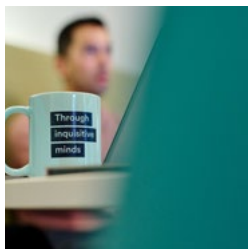
At firm and individual level we do all we can to treat all people fairly and with respect, whether they are colleagues, clients or suppliers. This pledge enriches our work and our working lives, and we absolutely believe it has played a key part in our success over the years.

We are committed to ensuring that no one at the firm is treated less favourably because of their gender. We recognise the challenges that the legal sector faces in improving gender diversity and the retention of women in the legal sector.

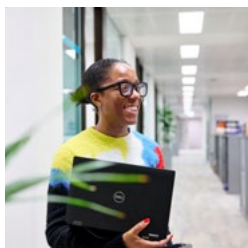
Amongst our lawyers, much work has been done and continues to be done to maintain gender balance. By way of example, we have a strong cohort of Senior Associates, many of whom are female, who will be pushing for promotion to the partnership over the next few years.

We know there is more to do in terms of gender equity and we are committed to ensuring that our successes to date are a springboard to greater progress in this area.

Current initiatives designed to assist us in addressing issues of gender imbalance both within our own firm and more widely include:



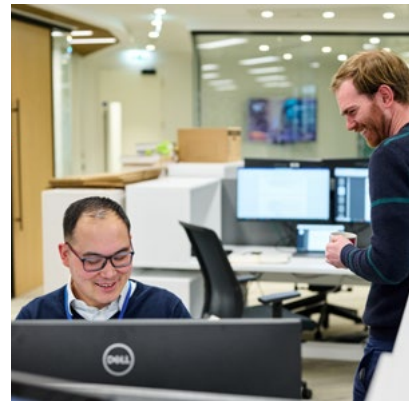
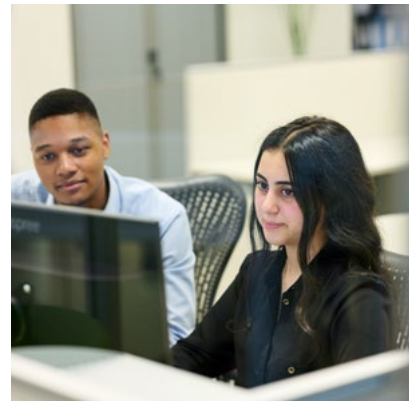
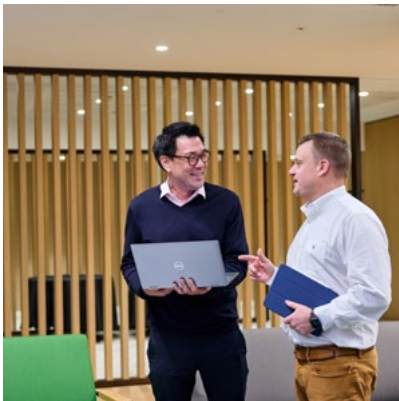
- A dedicated Diversity, Equality and Inclusion (DE&I) Manager, to lead the development and implementation of the firm's **DE&I strategy**.
- Policies and benefits focused on **female health** (menopause, fertility, pregnancy loss and domestic abuse) as well as a **flexible working policy** and a **remote working policy**, which enables a greater work life balance.



- A **Carers Support Policy**, which aims to support those with caring responsibilities so they can maintain a healthy life work balance and to open up discussions and direct employees to available support. This policy works in parallel with our Families and Carers Network which has recently been relaunched.



- We are in the process of launching our **Neonatal Care Policy** ahead of the new legislation in 2025.
- A thriving **Women's Network**, sponsored by two partners, which works to raise awareness of gender equality through educational and social activities.



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