



ReedSmith

Driving progress
through partnership

Gender pay gap report

2023/24

Foreword

At Reed Smith, we cherish the diversity that defines us. We recognise and appreciate the unique strengths and perspectives that all of our people contribute to the firm. It is this rich tapestry of diverse thought that forms the bedrock of our success and helped to achieve another year of strong financial performance.

We take huge pride in our longstanding commitment to diversity, equity & inclusion (DE&I) and so I am pleased to share the firm's latest pay gap report, which reflects Reed Smith's progress on its mission to achieve complete parity for all at the firm.

This year, there are several positive developments to report in our pursuit of gender equity. Notably, there has been significant progress in our efforts to address the mean and median gender pay gaps. Both have reduced, with a decrease of six percent for the mean pay gap and a twelve percent reduction for the median pay gap.

We are also pleased to see that women are continuing to move through the ranks into more senior and higher-earning positions. There is a lower proportion of women in the lower pay quartiles and a greater proportion of women in the highest pay quartiles compared to last year. Women now represent more than half (53%) of the upper pay quartile and over two thirds (67%) of the upper middle pay quartile.

The inclusive environment we have cultivated and continue to foster is evident in the changing dynamics of our pay quartiles. These changes are a direct result of the various programmes and initiatives we have in place to remove the barriers that stop women from achieving their full potential and encourage them to develop and advance to the most senior and highest paid positions in the firm.

Our commitment to transparency applies to all areas of DE&I, which is why we have again chosen to report beyond our statutory obligations. For the fifth consecutive year, we have voluntarily reported our ethnicity pay gap, and for the fourth year running, our disability pay gap figures.

As we celebrate the progress we've made, it is important to acknowledge that there is more work to be done and we will continue to work hard together to ensure that we achieve our goal of gender parity for all at the firm.



Tamara Box
Partner

About Reed Smith

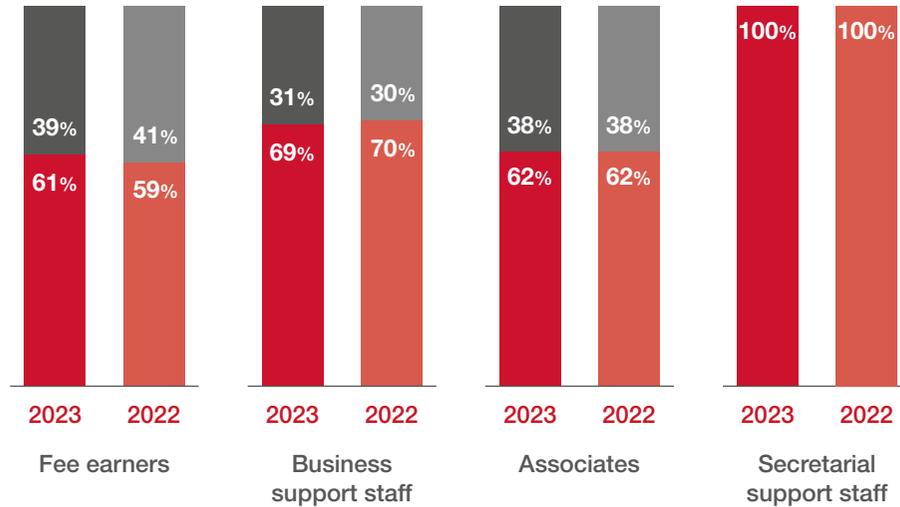
Reed Smith is a dynamic international law firm dedicated to helping clients move their businesses forward. We know our people are our biggest asset and we remain determined to attract talent from the widest pool possible to enhance the diversity within the firm. Greater diversity improves our ability to innovate and to provide the best possible service to our clients. Diversity, equity and inclusion is business critical for the firm and we take it very seriously.

We monitor our diversity statistics across the entire firm to ensure that we are utilising the best talent possible in every one of our 31 offices. Only our London and Leeds offices fall under the UK regulations for gender pay gap reporting and so they feature in this report.

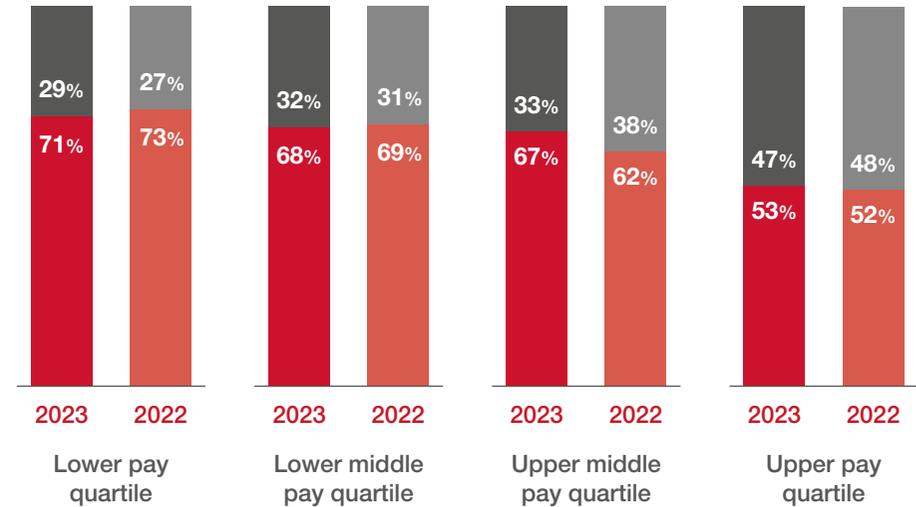
Statutory data



Gender split by job responsibility



Gender split by quartile



Proportion of women receiving a bonus



The proportion of women receiving a bonus has remained the same this year.

“We monitor our **diversity statistics** across the entire firm to ensure that we are utilising the **best talent possible** in every one of our 31 offices.”

Statutory data

Mean and median pay and bonus gaps

The gender pay gap is the difference between the average hourly pay for all men and women employed at the firm. It does not compare pay for men and women in the same or similar roles; rather, it measures the gap between all men and women staff.

The mean and median gender pay gaps have decreased since last year. This is due to the firm's longstanding commitment to achieving gender equality. We have numerous programmes and initiatives in place to remove the barriers that stop women from achieving their full potential and encourage them to develop and advance to the most senior and highest paid positions in the firm.

The mean and median bonus pay gaps have decreased this year.

Mean gender pay gap
(staff) has decreased from
20.2% to

14.1%

Median gender pay gap
(staff) has decreased from
44.7% to

32.6%

Mean gender bonus gap
(staff) has decreased from
50.7% to

27.0%

Median gender bonus gap
(staff) has decreased from
61.8% to

43.4%

Understanding our results

Reed Smith is committed to the principle of equal pay for all employees; remuneration and conditions of employment are constantly monitored to ensure that they are non-discriminatory and free from gender bias. We are not satisfied with the current gender pay gap, and we are actively working to achieve greater equality throughout the firm. We have reported on hourly pay, as defined in the UK regulations for gender pay gap reporting, for the mean and median pay gaps and pay quartiles.

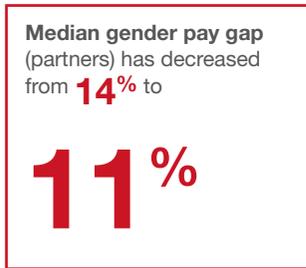
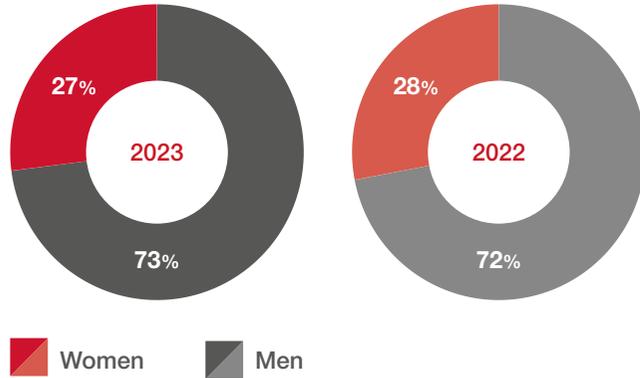
Findings from this report

- The mean and median gender pay gaps have narrowed since last year.
- The firm has numerous talent programmes designed to ensure that an equal proportion of the most senior roles at Reed Smith are populated by women. It is vitally important to the firm that we are encouraging and supporting our women to move up through the ranks. The increase again this year in the percentage of women in the highest pay quartiles demonstrates the continued success of those programmes.
- The proportion of women leads that of men not only in the lower pay quartiles but also in the upper middle and upper pay quartile.
- Although we again have 100 per cent women in our secretarial team, we continue to review the role in order to make it more attractive to candidates of all genders.



Our partnership

Gender split of women and men partners



“40% of the 2023 partner promotions in London were women.”

As partners are considered owners and are compensated in part on the profitability of the firm in any given year, the uncertainty of their remuneration led the regulators to exempt them from the statutory requirements. But since they are an integral and essential part of our business, we wanted to report any gender pay gaps that may be revealed in an analysis of their pay and bonuses.

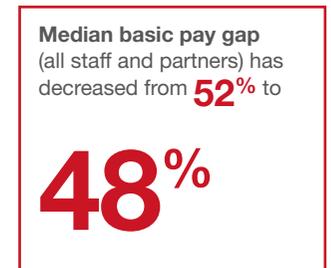
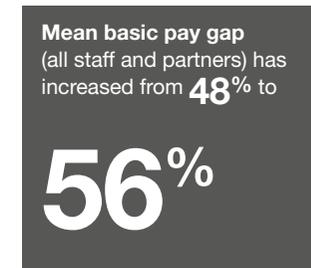
There is a slight increase in the mean gender pay gap this year due to the successful promotion of more women into junior partner positions. Forty per cent of the 2023 partner promotions in London were women. Over time we expect this will mean that more women partners move into more senior positions, which should narrow the gap. The median pay gap has narrowed.

Reed Smith has long recognised the advantages of having a diverse group of leaders; nearly fifty per cent of our most senior leadership roles, including the role of global managing partner, are held by women. We know that gender equality brings benefits in innovation, teamwork and aspiration, as young women see women in leadership positions as role models and as career options for themselves. We think gender parity is one of the keys to future-proofing our business.

Of course, all of our partners are leaders; for this reason, we have more work to do to reach the balance for which we are striving. We have in place many programmes aimed at bringing more women into the partnership, and particularly into the equity partnership, so that women and men can share equally in decision-making roles. Currently the percentage split of men and women in the partnership remains in favour of men but we are gradually closing the gap.

Combined gender pay gap for our partnership and employees

For the third year running, we are reporting the gender pay gap of the entire London and Leeds offices, including partners, associates and business services staff. This data is not required by the regulations, since partners are specifically exempt for reasons stated previously. However, in the interests of transparency we are reporting this combined gender pay gap figure to help us see a broader picture of our progress toward gender equality.



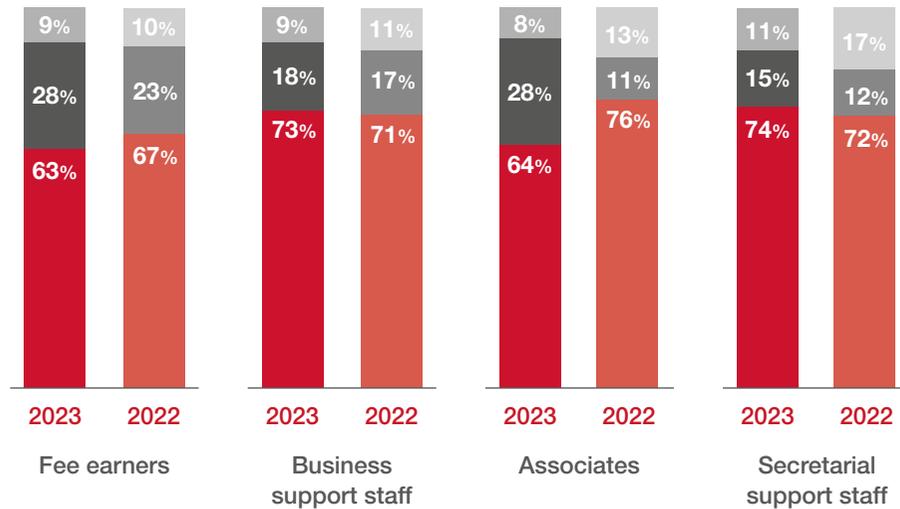
“Reed Smith has long recognised the advantages of having a diverse group of leaders...”

Ethnicity pay gap

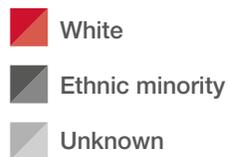
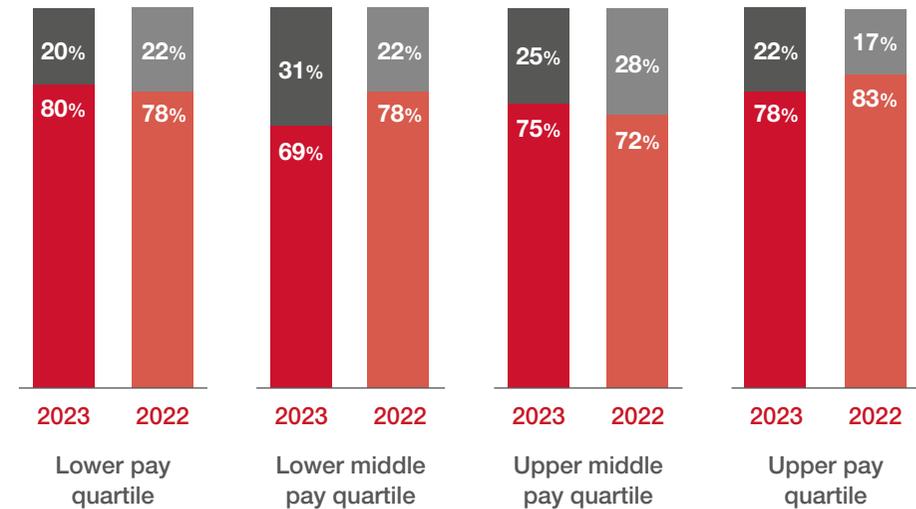
We continue to go beyond the legal requirements by reporting our ethnicity pay gap. We appreciate that issues around diversity must be addressed from all angles and we want to ensure that we are being as transparent as possible with the data that we collect. It permits us to be strategic in how we address the issue and seek to close the gaps that exist.

With 91 per cent of all staff and partners declaring their ethnicity to the firm, we are very pleased to have such a high declaration rate. This is due to an internal campaign that we launched in 2019 in order to improve the accuracy of the data we collect.

Staff ethnicity split by job responsibility



Staff ethnicity split by quartile



“With **91%** of all staff and partners declaring their ethnicity to the firm, we are very pleased to have such a high voluntary declaration rate.”

Ethnicity pay gap

Ethnicity pay gap (staff)

Mean ethnicity basic pay gap (staff) has decreased from 6% to

4%

Median ethnicity basic pay gap (staff) has increased from -2% to

11%

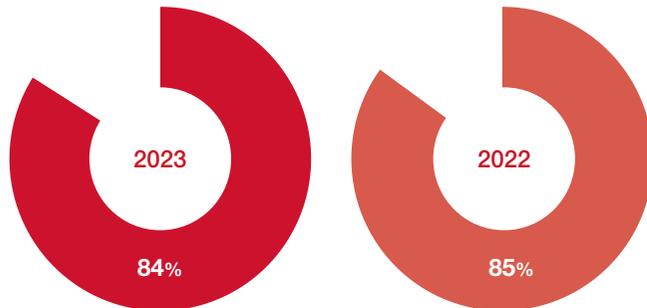
Mean ethnicity bonus pay gap (staff) has increased from 2% to

4%

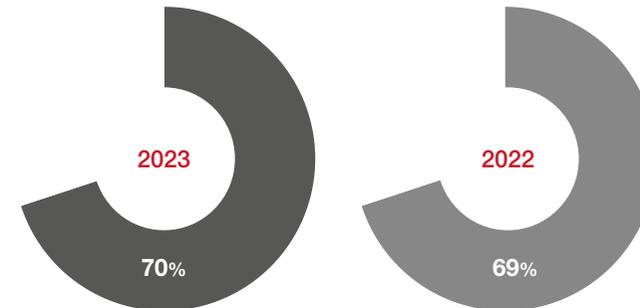
Median ethnicity bonus pay gap (staff) has decreased from 35% to

18%

Proportion of white staff receiving a bonus



Proportion of ethnic minority staff receiving a bonus



Ethnicity pay gap (partners)

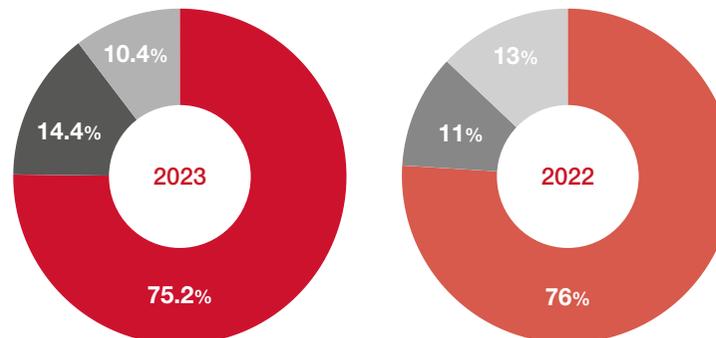
Mean ethnicity basic pay gap (partners) has decreased from -8% to

-10%

Median ethnicity basic pay gap (partners) has increased from 1% to

12%

Ethnicity split of partners



Disability pay gap

We are again going a step further this year by providing our disability pay gap figures as part of our continued commitment to transparency for all areas of diversity and inclusion. The reported figures are impacted by the low representation of employees reporting a disability. On a positive note, our declaration rate is 81% with 3% of employees declaring a disability.

Mean disability pay gap (staff and partners) has increased from **13%** to

27%

Median disability pay gap (staff and partners) has increased from **30%** to

37%

Mean disability bonus pay gap (staff and partners) has decreased from **25%** to

24%

Median disability bonus pay gap (staff and partners) has decreased from **-81%** to

-68%



Our **commitment** to closing the gap

What is Reed Smith doing?

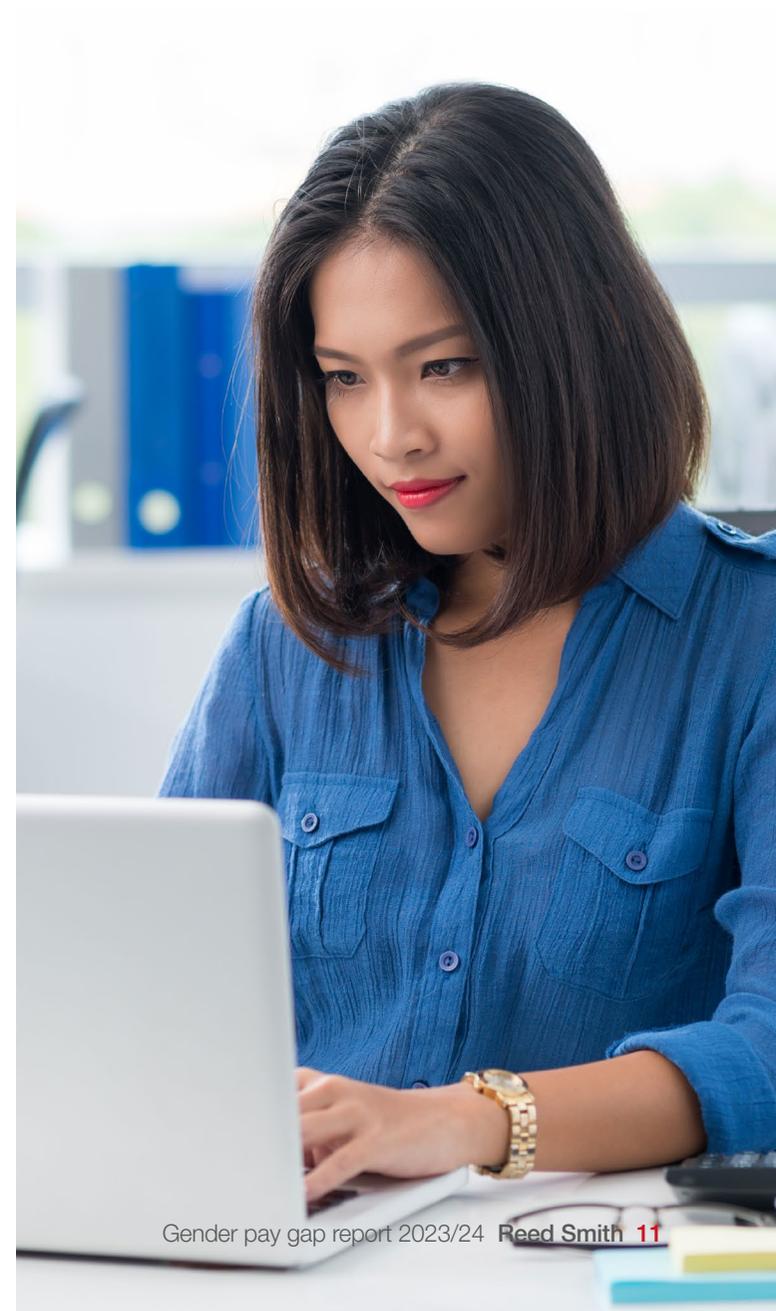
We believe that diversity, equity and inclusion should align with a business' core objectives and be central to every aspect of a business to be successful and sustainable.

We have cultivated an inclusive working environment where we value, reward, respect and celebrate everyone's diversity, hiring the very best talent, which makes us a stronger workforce and leads to the best results for our clients.

Our mission is focused on the recruitment, retention, promotion and professional development of our diverse talent. We are transforming our culture through "tone at the top" messaging and innovative programming focused on inclusive behaviour and actions.

Our **commitment** to closing the gap

- We are committed to supporting our working parents and caregivers to effectively balance their work and home life. In 2021, we launched a firmwide remote working policy that enables our people to both work from the office and remotely. The number of days spent in the office is dependent on the individual's role at the firm.
- In 2021 we launched our Family Network initiative, which helps our people through all stages of life, from family planning and childcare (ages 0–18) through retirement planning and elder care.
- We continue to encourage greater uptake of shared parental leave and we have an active Parental Networking Group.
- In our latest round of partner promotions in London, 40% were women.
- Racial Equity Action Plan - in October 2020 to improve racial and ethnic diversity in the workplace. Reed Smith formalised its [Racial Equity Action Plan](#) (REAP) by supporting hiring, retaining and promoting Black lawyers and for advancing pro bono initiatives impacting the Black community – all designed to deconstruct barriers to equity in the legal industry and in our communities.
- For the fourth consecutive year since the launch of the Mansfield Rule, Reed Smith has achieved Mansfield “Certified Plus” status, which requires that a firm reach at least 30 percent diverse lawyer representation in a notable number of their current leadership roles and committees.
- Reed Smith is a founding member of the Reignite Academy, a collaboration between six City law firms to enable career-break lawyers to return to private practice. Founded in June 2018, the project was driven by a desire to take practical steps to address the lack of women at senior levels in law firms by tapping into the potential of experienced lawyers who are ready to return after a career hiatus.
- Reed Smith's 2021 Diversity Summit – in September 2021, we hosted our fifth annual Diversity Summit. The summit was hosted online and focused on racial inequality, social justice, and representation issues. We were delighted that there were over 900 attendees that included our clients and all Reed Smith personnel.
- We continue to support our staff through a number of Business Inclusion Group (BIGs), which are open to all staff, not just lawyers. These groups, which include LEADRS (disability), PRISM (LGBT+) and the Multicultural Network (ethnic minorities), are in addition to the Women's Initiative Network of Reed Smith (WINRS) and our strong focus on social mobility. We deliberately take a broad interpretation of diversity, recognising the value of all perspectives outside of the typical diverse identities. We are proud to be one of the first and only firms to have an inclusion group for persons with disabilities.
- We continually review our approach to recruitment to ensure we are receiving as diverse a pool of applicants as possible. We continually widen our university outreach programme which has led to an increase in the number of applications and successful offer of training contracts to women.



Accolades in 2023

The firm earned a perfect score for the tenth consecutive year on the **Human Rights Campaign Foundation's 2023 Corporate Equality Index**, a national benchmarking survey and report on corporate policies and practices related to LGBTQ workplace equality.

In 2023 Reed Smith was for the twelfth time ranked by the **Women in Law Empowerment Forum** as 'Gold Standard Certified' for its long-standing commitment to women's career advancement, and diversity and inclusion.

In 2023, **Tamara Box**, Reed Smith's former EME managing partner, was for the seventh year running named in the **HERoes Women Role Model** lists and for the second year running named as one of **Financial News's 50 Most Influential Lawyers** List.



The firm was named on **Bloomberg Law's DEI Framework** list for the third year running, which assesses law firm performance against a set of DE&I criteria including demographics, leadership and talent pipeline, recruitment and retention, business innovation and strategy, marketing and diversity and inclusion in the community.

Reed Smith was named a 2023 Inclusion Blueprint Champion by **Diversity Lab**, an incubator for innovative ideas that boost diversity and inclusion in law through data and behavioral science.

Women and diversity in Law Awards 2023:

- Gender initiative of the year - winner
- Large law firm leader of the year – **Tamara Box** – winner

The firm is also shortlisted for two categories at the **Women and Diversity in Law Awards 2024:**

- Racial Inclusion Initiative of the Year
- Woman of the Year – **Becca Naylor**



Associate **Olivia Grant** was named on the **EMpower Role Model** list 2023, which showcases inspirational leaders who are paving the way towards increased representation and inclusion in the workplace.



Views from within the firm

Margaret Campbell, partner and Reed Smith's UK chair of WINRS:

“The evidence of success of our gender parity initiatives is clear from the narrowing of the mean and median pay gaps. We remain firmly committed to supporting our hugely talented women and our goal continues to be to close the gender pay gap.”



Olivia Grant, associate co-chair of Reed Smith's Multicultural Network:

“I am proud to work at a firm that takes diversity and inclusion so seriously. The leaders of the firm know it's business critical and that's evident from the support given to the range of initiatives aimed at ensuring women and individuals from underrepresented backgrounds are equipped to reach their full potential in the workplace.”

Reed Smith LLP is associated with Reed Smith LLP of Delaware, USA and the offices listed below are offices of either Reed Smith LLP or Reed Smith LLP of Delaware, USA, with exception of Hong Kong, which trades as Reed Smith Richards Butler LLP.

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