

Simmons+Simmons

Ethnicity Pay Gap 2025

At Simmons & Simmons, creating a diverse and inclusive workplace is a priority, recognising that employing people with varied perspectives, experiences, and backgrounds helps us to deliver the expert advice our clients trust us for. Improving race and ethnic diversity is a strategic objective for the firm and is actively led by our senior leadership team.

While we have made concerted efforts through a range of internal initiatives, we acknowledge that the employee ethnicity pay gap has increased in this reporting period. This outcome is due to growth in ethnic minority representation at a more junior level, and it reinforces the need for continual reflection and decisive action to support and develop this talent through the career structure.

We continue to review, refine, and develop our strategies to drive progress, and uphold the highest standards of equality and fairness across the firm.

Aspirational Targets We have UK targets for ethnic minority representation by 2029 (current progress in brackets): 15% of Partners (13%), 25% of Managing Associates (18%), 30% of Associates (25%), 35% of Trainees (35%), and 30% of business services staff (22%). We also have specific targets for Black representation: 5% of Partners (1%) and Managing Associates (6%), and 10% of all other fee-earning levels and business services staff (6%).

Recruitment and Outreach We continually review our recruitment practices to ensure equality and fairness for all candidates. We partner with organisations such as Aspiring Solicitors, Rare Recruitment, and 10,000 Black Interns, to widen opportunities and support students from ethnic minority backgrounds in entering the profession.

Performance Management We seek explicit consent from employees to use ethnicity data to scrutinise and challenge our decisions regarding performance management and remuneration. Practice groups are also developing plans with specific actions and succession planning to attract, nurture, and retain ethnic minority talent.

Mentoring and Career Development Our Global Mentoring Programme provides tailored support, and we ensure equal access to career progression opportunities for all employees, including those from underrepresented groups.

Employee Networks and Client Collaboration Our Race & Ethnicity at Simmons network provides a platform for fostering connections, sharing experiences, and collaborating with client organisations to drive progress on racial inclusion and equality.

Data Collection, Transparency, and Accountability Comprehensive data collection and analysis helps us to better understand our market position, shape our strategy, and track our progress. We voluntarily report our ethnicity pay gap data and share results internally and externally to foster transparency, encourage open dialogue, and ensure accountability.

This report contains the hourly and bonus pay gap data of our UK employees and UK partners. The data used for this report is accurate as of 5 April 2025, and includes bonuses paid in July 2024.



Emily Monastiriotis
Managing Partner

Employees

The data

Hourly pay gap

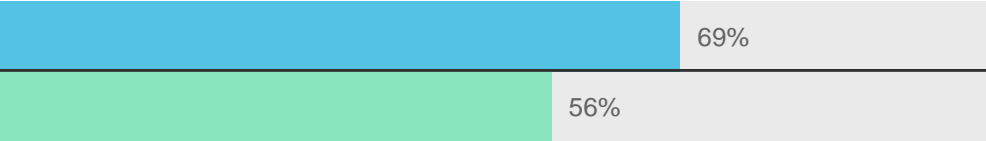
Year	Mean	Median
2025	16.15%	22.04%
2024	7.01%	3.29%

Bonus pay gap

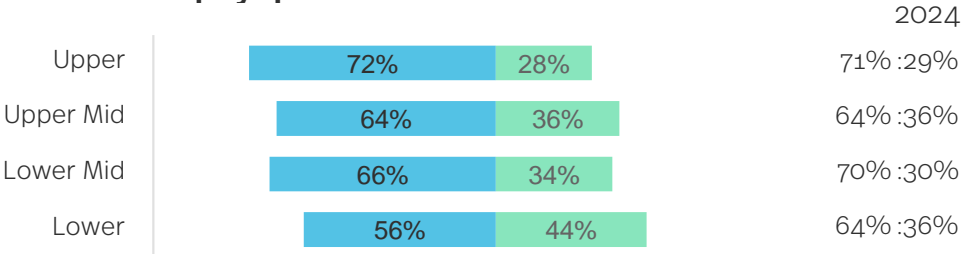
Year	Mean	Median
2025	32.08%	46.91%
2024	5.92%	9.16%

Proportion of White and Ethnic Minority staff who received a bonus

Year	White	Ethnic Minority
2025	69%	56%
2024	74%	58%



Proportion of White and Ethnic Minority staff in each pay quartile



The analysis

The response rate for the UK population voluntarily disclosing their ethnicity in 2025 was 81%, consistent with 2024, although not necessarily from the same individuals.

Ethnicity pay gap

The mean (total divided by number of people) and median (the middle salary) pay gaps have increased in 2025.

A key factor driving the figures is the composition of the population who have disclosed their ethnicity, reflected in the movements of the pay quartiles. While the representation of those from ethnic minority backgrounds has improved in this period, most of the growth has been in junior or lower-paid roles. We also have a high proportion of white employees in senior roles.

It will take time for this pipeline to progress, but with our continued efforts to support and develop this talent, we are working to narrow the gap.

The ethnicity pay gap remains near or below 0% at all career levels within our UK trainee and associate populations.

Ethnicity bonus gap

The data shows a decrease in the proportion of both white and ethnic minority staff receiving a bonus.

Similar to the pay gap, the bonus gap is influenced by the spread of those disclosing as being from ethnic minority backgrounds tending to be in more junior or lower-paid roles and a high proportion of white employees being in senior roles, resulting in larger bonuses for this group.

The data

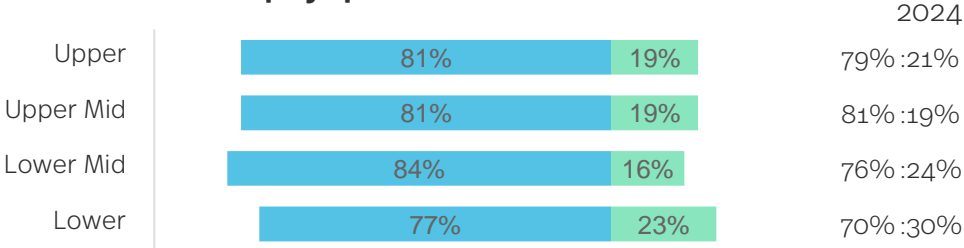
Hourly pay gap

Year	Mean	Median
2025	6.46%	5.42%
2024	9.29%	16.41%

Bonus pay gap

Year	Mean	Median
2025	-13.38%	-17.26%
2024	-7.51%	0.33%

Proportion of White and Ethnic Minority partners in each quartile



The analysis

Our partners are remunerated differently from our employees. We have calculated the partner ethnicity pay and bonus gap based on entitlement to profit share during the same reporting period.

Data includes Equity and Fixed-Equity Partners.

Ethnicity pay gap

The partner pay gap has decreased in 2025.

Although the representation of partners disclosing as being from ethnic minority backgrounds is lower than in 2024, those who are, are higher earners this year. There are also a number of previously high-earning white partners who are no longer in the data.

Ethnicity bonus gap

The bonus gap has seen a further decrease since 2024, reflecting the point above, that with ethnic minority partners being among the firm’s highest earners, they have also received larger bonuses.

Ethnicity pay quartiles

The change in the representation of those disclosing as from ethnic minority backgrounds is evidenced in the pay quartile data and reflects the relative number of white and ethnic minority colleagues in the partnership.