

Simmons & Simmons Gender Pay Gap 2023

Improving the representation of women in leadership positions within the firm remains a key priority. We are confident that our current internal initiatives will contribute to increasing the number of women in senior roles and narrowing the gender pay gap. We continuously review, refine, and develop our internal efforts to promote ongoing improvement.

Working towards gender parity

This has been a key business plan objective for some years and is actively led by our Senior and Managing Partners.

Key promotion targets - our target is for women to make up 50% of all internal and lateral partner promotions annually. The percentage of women in the firmwide partnership is more than double what it was ten years ago. Female representation in our global leadership teams is as follows:

International Executive Committee (40%), Board (38%), Sector Heads (25%) Cross Border Group Heads (39%), International Practice Group Heads (75%) Partnership Appraisal Committee (50%), Remuneration Committee (40%).

Recruitment - we actively collaborate with head-hunters and recruitment agencies to identify opportunities that allow us to engage a broad spectrum of candidates, with a particular focus on enhancing the representation of women in senior roles within our firm. We are committed to fostering a supportive environment that accommodates part-time and flexible working arrangements, including at the partner level, whenever possible.

Sponsorship - our sustained emphasis on cultivating leadership skills, along with providing mentoring and sponsorship, is instrumental in driving enduring change, ensuring that our most talented people achieve their full potential. Everyone at the Managing Associate career stage is paired with a senior Equity Partner sponsor who offers guidance and support on their journey to becoming a partner.

Ongoing management - diversity plans are developed for each practice area to ensure a practice-wide approach to developing a pipeline of quality and diverse lawyers. We work with Group Heads to develop gender balance plans with specific targets and strategies for promoting diversity and inclusion.

Gender balance committees - our gender balance committees play a crucial role in maintaining a continuous dialogue and critical evaluation, setting objectives and identifying opportunities to further advance the career progression of women throughout the firm.

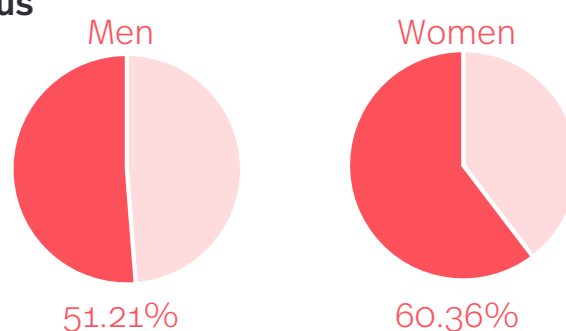
Collaborating with clients - TNOC, our gender balance network, fosters collaborative efforts with our clients to meet common goals aimed at enhancing gender parity. Additionally, TNOC aids in establishing connections with gender networks within our client's organisations.

Employee Data

Gender pay and bonus gap 2023

	Mean (%)	Median (%)
Hourly pay	20.89	32.89
Bonus paid	32.97	9.28

Proportion of men & women receiving a bonus



Pay quartiles (All figures reported are percentages)

Upper quartile:	50.59	49.41
Upper mid quartile:	40.78	59.22
Lower mid quartile:	35.29	64.71
Lower quartile:	34.90	65.10

■ Men ■ Women

Partner Data

Gender pay and bonus gap 2023

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

	Mean (%)	Median (%)
Hourly pay	9.46	21.96
Bonus paid	-32.25	0.50

Pay quartiles (All figures reported are percentages)

Upper quartile:



Upper mid quartile:



Lower mid quartile:



Lower quartile:



■ Men ■ Women

Understanding our 2023 data

Employee

- While the firm's gender pay gap is consistent with the UK legal sector, we acknowledge it is higher than the national average and we are far from satisfied. We have seen overall improvement since 2022, and the firm remains committed to closing the gender pay gap.
- The pay gap reflects the unchanged ratio of men to women in our Business Services and secretarial teams, their seniority and the market relevant pay associated with their roles.
- The mean bonus gap shows a more positive reduction of more than 8% on 2022, and though there were not more women who received a bonus, those who did, received larger amounts. The median bonus gap shows a more significant drop due to the mid-point on the scale being lower for men.
- There remains no significant gender pay gap at Associate and Supervising Associate career levels, however, there is a slight increase at Managing Associate due to internal promotions out of this career level and into the partnership.
- The majority of our Business Services and secretarial teams are women and the market relevant pay for these groups, irrespective of gender, is lower than that for the fee earning group. This is reflected in our pay quartile information.

Partner

- The data shows a narrower pay gap to our employee population and reflects the number of men and women at different positions in the modified lockstep.
- The bonus gap shows a further decrease of almost 24% on 2022, due to female partners being among the firm's highest earners.
- 50% of our internal partner promotions and 47% of our new partner hires in 2023 were women. The percentage of women in the UK partnership at present is 29%.
- Over time, the proportion of men and women at different positions in the lockstep will change as the effects of internal promotions and lateral hiring mentioned previously come into play. This is reflected in the pay quartile data.