

Withers Gender Pay Gap Statement 2017

We welcome the opportunity to examine our pay and bonus data and to identify where any significant gaps occur in order to address them.

We have always been proud of our record of female leadership and supporting women's careers, including promoting flexible working practices for both men and women for over a decade.

We are confident that men and women are paid the same for doing equivalent jobs across our business and are also confident that men and women have equal opportunities to earn a bonus (83.6% of men and 84.1% of women).

Two thirds of our total workforce (including partners) is female:

- 40% of our partners are women
- over the past three years, the percentage of new partner promotions who are female have been:
 - 57% in 2016,
 - 62.5% in 2017 and
 - 62.5% in 2018.

The business has been led by a female CEO since 2002.

Partner data

In the interests of transparency and the spirit of gender pay reporting, we have also chosen to disclose our UK partner gender pay analysis (using the 2016-17 financial year as our data period). The average partner hourly pay rate is -4.2% and the bonus gap is -3.1%, both in favour of women.

Key population factors

There are two key factors that we have identified as impacting on our overall gender pay distribution:

- As our figures show, we have a high percentage of women in our lower middle and lower quartiles. Our secretarial team is 95% female and accounts for 18% of our workforce.
- We have a high proportion of male directors leading our business services teams.

Part-time working also has an influence on the gender bonus gap. The Government has specified that bonus figure reporting is based on the actual amounts paid rather than the full time equivalent rate.

Pay and Bonus gap based on hourly rates of pay:*

19.4%

Mean hourly pay

32.0%

Median hourly pay

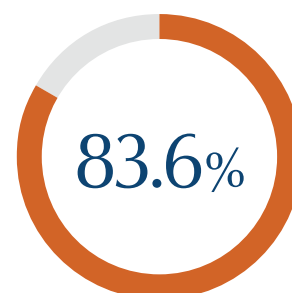
54.0%

Mean bonus

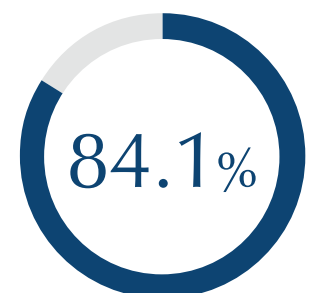
7.8%

Median bonus

Percentage of men and women receiving a bonus



Men



Women

Pay and Bonus gap partner data **

-4.2%

Mean hourly pay

-3.1%

Mean bonus

* The data used for calculating hourly pay is for UK employees (excluding partners) who were employed on the snapshot date of 5 April 2017. The bonus figure has been calculated using the 12 month reference period preceding 5 April 2017. The data also includes those who work under a contract of service and those who are under a contract to do work personally.

** Based on 2016-17 financial year

This means that those who work part-time who are predominately women or who have had a period of absence such as maternity leave, receive pro-rated bonuses, rather than a full time equivalent. At the snapshot date our part-time employees comprised 15% of our workforce and consisted of 5 men and 54 women, which influences the bonus gap.

This strongly suggests that the imbalances are related to the gender distribution of specific roles within the business.

Action Plan

The gender pay gap reporting process has helped us to identify the areas that need our attention and further work and we intend to pursue an action plan to address this over the next five years.

Following this analysis of our data, we will continue to evaluate our internal policies and processes to ensure that our approach to recruitment, performance appraisals, development, promotions, and decisions on pay and bonus are all made on a fair and objective basis.

We are conscious that there is a specific diversity issue amongst our business services director roles, and we will continue to provide support to our business services staff to enable them to achieve their career goals. The historical predominance of women in roles such as legal secretaries may be best met by us working on opportunities for progression.

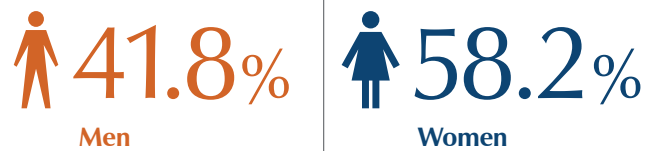
As well as having family friendly policies we also have a number of networking forums relating to parenting, LGBT and women at work, and encourage our employees to take advantage of the opportunity to get mentoring support from people in the firm. We also offer a wide range of benefits which are in line with our diversity and inclusion polices and include emergency dependent care solutions and childcare vouchers.

We have always had a flexible working policy, irrespective of gender and of caring responsibilities that an individual may have. We are encouraging agile working and currently have 33% of staff working remotely on a regular basis. This will become more prevalent as we move to our new agile UK office environment in the summer of 2018. Flexible working and parental leave has tended to be taken up by our female employees, but we are optimistic that the launch of agile working practices will enable all our employees to reach their full potential.

We confirm that the data in this report is accurate.

Pay Quartiles Data

Upper Quartile



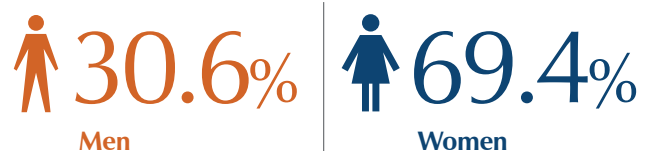
Upper Middle



Lower Middle



Lower



Margaret Robertson
CEO



Emma Steggle
Head of Human Resources
(Europe and Asia)