



## REPORT PURSUANT TO THE EQUALITY ACT 2010 (GENDER PAY GAP INFORMATION) REGULATIONS

The Equality Act 2010 (Gender Pay Gap Information) Regulations require employers with 250 or more employees in the United Kingdom to publish a calculation of the difference in “average hourly rate pay” of men and women (“statutory differential”), along with certain other information. The data in this report is as at 5 April 2021.

Jones Day’s success in supporting and promoting women lawyers is demonstrated by the fact that, at the date of this report, over 40% of our regions and offices are led by women, and women make up 41% of the Firm’s Partnership Committee and 39% of our Advisory Committee. On the staff level, 62% of our office administrators and 62% of our Firm directors are women.

### ASSOCIATES AND TRAINEES

This table shows the statutory differential among our associates and trainees as at 5 April 2021.

MEAN	MEDIAN
<b>2021: 8.64%</b> (2020: 12.90%)	<b>2021: 3.61%</b> (2020: 5.04%)

THE INFORMATION REQUIRED BY THE REGULATIONS IS SET OUT BELOW:

### ALL EMPLOYEES

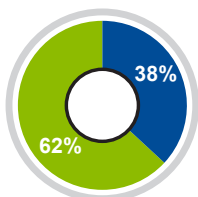
This table shows the statutory differential among all our employees as at 5 April 2021.

MEAN	MEDIAN
<b>2021: 24.52%</b> (2020: 32.61%)	<b>2021: 25.81%</b> (2020: 40.61%)

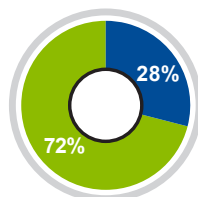
### QUARTILES

This table shows the proportion of females and males in each pay quartile band at that date.

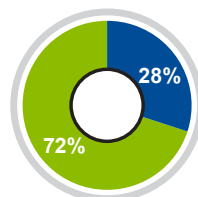
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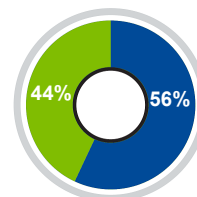
LOWER



LOWER MIDDLE



UPPER MIDDLE



UPPER

I confirm that the data in this report is accurate.

**John Phillips**  
Partner-in-Charge, Jones Day London

1 October 2021