

## **JONES DAY'S AUSTRALIA WGEA GENDER PAY GAP STATEMENT**

Jones Day has a long-standing commitment to a diverse and inclusive workplace. That commitment is based upon a belief that a broad, diverse group of employees is important to our Firm culture and to meet the needs of our clients in a diverse world.

The Workplace Gender Equality Act of 2012 (WGEA) mandates that Australian entities employing over 100 individuals submit gender pay data to the Workplace Gender Equality Agency (the "Agency"). For the 2023-2024 reporting year, the Agency has published the median and mean base salary and total remuneration gender pay gap and the gender composition and average remuneration per pay quartile for each employer reporting to the Agency. This statement provides context to Jones Day's gender pay data. As described below, Jones Day is confident that its employees are compensated equally for equal or similar work.

### **Median and Mean Gender Pay Gap**

The overall median and mean gender pay gap as published by the Agency is determined by calculating the median and mean total remuneration and base salary of male and female employees across the Firm's Australia offices, regardless of their roles. Our analysis shows that Jones Day's median and mean pay gap is impacted by a key factor -- 87% of Jones Day's staff positions and more specifically, 100% of its secretarial positions, are held by females. Because law firm staff positions, and in particular secretarial positions, generally command a lower compensation level than lawyer positions, this gender imbalance has a disproportionate impact on the median and mean figures. This impact is further amplified by the small size of the Firm's employee population in Australia. In the 2023-24 reporting year, Jones Day had 130 employees across Australia.

As the graphic below demonstrates, when the gender pay gap is refined more narrowly by role, such as Associate, the gap significantly narrows. Specifically, for the 2023-24 reporting year, the median pay gap across all Associates (including Law Clerks) in Australia is 8.8% and the mean pay gap is 3.4%.

### **All Lawyers and Staff (excluding Partners)**

	Base Salary	Total Remuneration
Median	44.6%	44.6%
Mean	51.2%	49.6%

### **Associates (including Law Clerks)**

	Base Salary	Total Remuneration
Median	8.8%	8.8%
Mean	3.0%	3.4%

## **Gender Composition By Pay Quartiles**

The same factor that impacts the Firm's median gender pay gap impacts the proportion of men and women by pay quartiles. Specifically, because a high proportion of Jones Day's secretarial and more junior staff roles are held by women, the lower two pay quartiles have a greater percentage of women than men. However, the gender composition in the Firm's top two pay quartiles, which are comprised mostly of non-partner lawyers and senior staff members, is effectively equal.