



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 2018.

Jones Day’s success in supporting and promoting women lawyers is demonstrated by the fact that over 32% of our regions and offices are led by women, and women make up 29% of the Firm’s Partnership Committee and 40% of our Advisory Committee. On the staff level, 64% of our office administrators and 67% of our Firm directors are women.

In London, 61% of our employees are women and 51% of our legal professional employees are women. Among our associates and trainees, there was a small median statutory differential in favour of women and a small mean statutory differential in favour of men. When we consider all employees, there is a median statutory differential of less than 0.5% in favour of men, although differences in the roles and relative seniority of men and women in other categories of employees resulted in a larger mean difference. All of our secretarial staff are women, and because of the relative market pay rates of secretaries and lawyers, the absence of male secretaries impacted the statutory differentials.

ASSOCIATES AND TRAINEES

Among our associates and trainees, as at 5 April 2018 there was a small mean statutory differential in favour of men and a small median statutory differential in favour of women.

MEAN	MEDIAN
3.17% (2017: -4.90%)	-4.99% (2017: -10.58%)

THE INFORMATION REQUIRED BY THE REGULATIONS IS SET OUT BELOW:

ALL EMPLOYEES

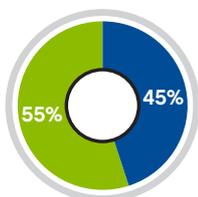
This table shows our statutory differential among all employees as at 5 April 2018.

MEAN	MEDIAN
19.58% (2017: 32.60%)	0.47% (2017: 4.77%)

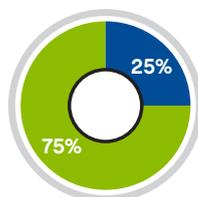
QUARTILES

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

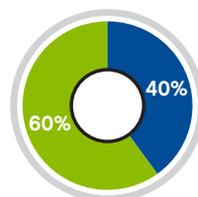
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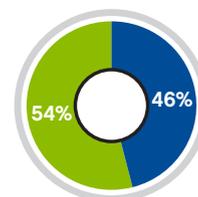
LOWER



LOWER MIDDLE



UPPER MIDDLE



UPPER

I confirm that the data in this report is accurate.

John Phillips

Partner-in-Charge, Jones Day London