



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 2017.

Jones Day’s success in supporting and promoting women lawyers is demonstrated by the fact that over 33% of our regions and offices are led by women, and women make up 25% of the Firm’s Partnership Committee and 37% of our Advisory Committee. On the staff level, 69% of our office administrators and 64% of our Firm directors are women.

In London, 63% of our employees are women and 53% of our legal professional employees are women. Among our associates and trainees, there was a statutory differential in favour of women. Differences in the roles and relative seniority of men and women in other categories of employees result in an overall statutory differential in favour of men, with a small median but larger mean difference. Others within the UK legal sector have noted the arbitrary impact that distribution of genders within different types of roles has on the statutory differential. All of our secretarial staff are women, and because of the relative market pay rates of secretaries and lawyers, the absence of male secretaries impacts the statutory differential. Another primary contributor to the mean statutory differential was a nine-year difference in average post-qualification experience of men and women in the Of Counsel category, a group that included recently retired male partners. These contributing factors highlight the distinction between fair pay and a methodology that generates arbitrary statutory differentials.

ASSOCIATES AND TRAINEES

Among our associates and trainees, there was a statutory differential in favour of women.

MEAN	MEDIAN
-4.9%	-10.58%

THE INFORMATION REQUIRED BY THE REGULATIONS IS SET OUT BELOW:

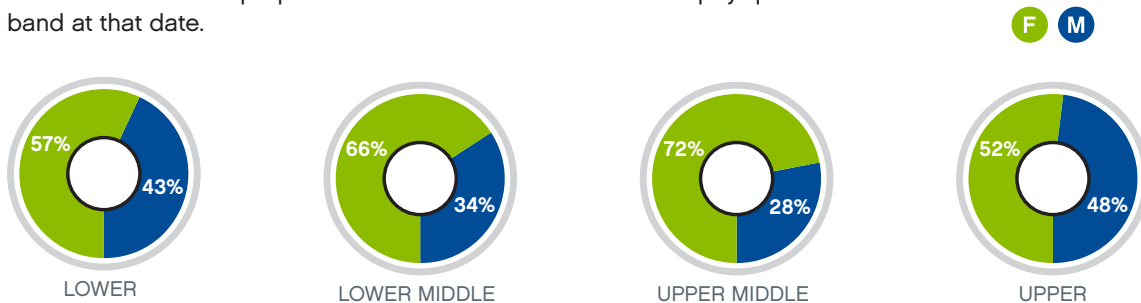
ALL EMPLOYEES

This table shows our statutory differential as at 5 April 2017.

MEAN	MEDIAN
32.60%	4.77%

QUARTILES

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



I confirm that the data in this report is accurate.

John Phillips
Partner-in-Charge, Jones Day London