

2022

William Fry

# Gender Pay Gap Report

Diversity & Inclusion are central to William Fry's core values of **Big Thinking, Energetic Engagement and Powerfully Principled**, all of which are grounded in service to our clients.

Our goal is to ensure that everyone has a voice and to make a positive and lasting difference in the lives of our people, our clients, and our communities.

The purpose of this report is to comply with our legal obligation to report on the Gender Pay Gap. Despite the progress we've made, we are at a critical juncture that requires our commitment and action.

William Fry’s vision is for businesses and individuals to reach their potential no matter what; reflecting an inclusive society and the needs of our own diverse group of clients.



Owen O’Sullivan  
MANAGING PARTNER

*“Diversity is a key business priority at William Fry. Building a diverse and inclusive culture is integral to how we serve our clients, develop our people’s potential and play a leading role in our communities. We believe that all of our people deserve fair and equitable pay and an equal chance to succeed. By outlining our objectives and commitments we are confident we will create a pathway to sustainable change and long term success.”*

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# Gender Pay Data

This data is comprised of 389 employees with an overall gender breakdown of 70% female, 30% male. 63% are employed in legal services (qualified lawyers, trainees, legal executives and student placements). The remaining 37% are employed in business support functions (including secretarial services).

Hourly pay comprises all relevant remuneration during the reporting period, including bonuses.

A negative figure indicates that mean or median for female employees is higher than for their male counterparts.

## Partners

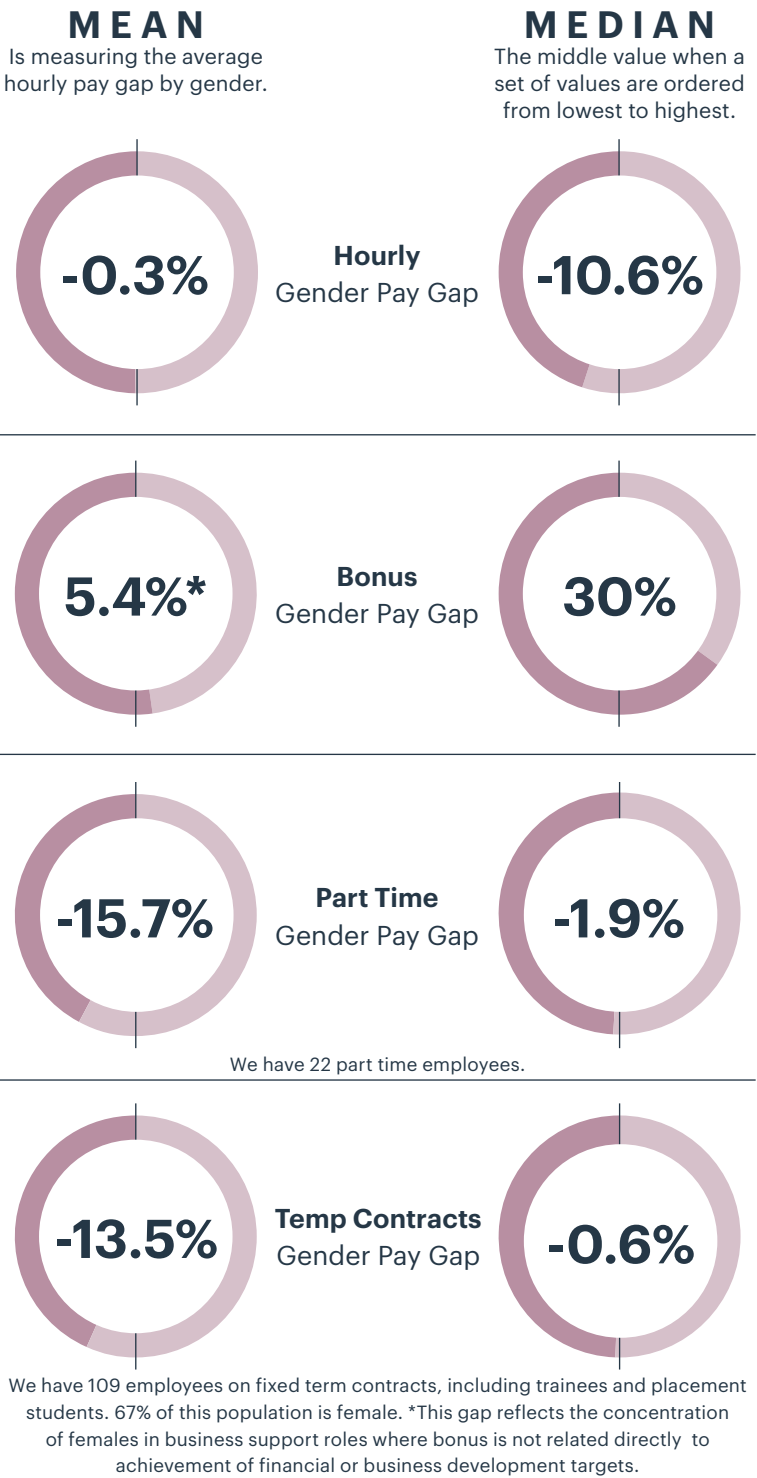
As self-employed taxpayers, partners are not required to be included in our employee Gender Pay Gap calculations. However, in the interest of transparency, the partner Gender Pay Gap is **32%** and **40%** when you include them in the all employee data. This reflects the fact that there are a higher number of males than females at a senior partner level, something which we are committed to addressing.

Gender representation at partner level in the firm has also improved steadily. Of our existing partners, **42%** are female. Over the past three years, **62%** of our new promotions to the partnership were female. Our goal is to focus on ensuring that we have a diverse talent pipeline to support our ambitions into the future.

## Senior Leadership

Gender representation at a senior leadership level has also steadily improved. This group is defined as members of our partnership, executive and mangement committees. At **45%** female and **55%** male we are committed to achieving gender balance at our senior leadership decision making level.

The Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 (“the Regulations”) introduced the legislative basis for Gender Pay Gap reporting in Ireland. The Regulations require organisations (initially those with over 250 employees) to report on their Gender Pay Gap in 2022 based on a snapshot date in June 2022. The Gender Pay Gap is not the same thing as equal pay for equal work, but instead measures the difference between the gross hourly wage of males and the gross hourly wage of females across an entire organisation.



## Gender Breakdown

Gender breakdown across all employees is 70% female, 30% male. The quartile reporting should be considered in this context.



## Proportion of Employees Receiving Bonus

Calculations are comprised of annual performance bonuses (general performance and achievement of financial targets for lawyers) and Christmas bonus payments.



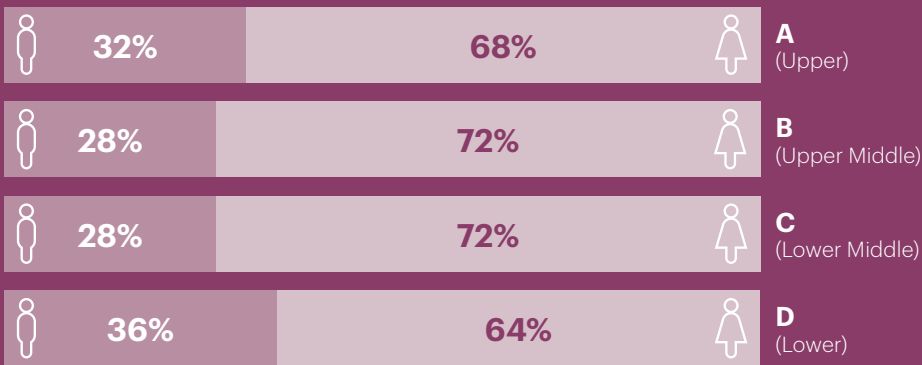
## Proportion of Employees Receiving BIK

Calculations are largely comprised of vouchers issued for long service and Christmas, as well as a health insurance contribution.



## % in Each Quartile

The Gender Pay Gap act specifies that the hourly remuneration of all male and female employees should be reported within these four quartiles for the reporting period.





# Our Objectives and Commitments

Our overall objective is to have gender balance at a senior leadership level and at every level of the firm including business services.

We will meet this objective through the following commitments:



Continuing to ensure gender balance on all matter work and business development opportunities including pitches, calls and events.



Creating more transparent and accessible pathways to senior partnership.



Sponsoring, coaching and developing female talent for senior leadership roles.



Continuing to report on quarterly job exits to the executive committee to commit to action against potential bias.



Continuing to use gender decoders in our job advertisements and mandatory manager training to eradicate unconscious bias in interviewing processes.



Continuing to anonymously survey colleagues on how inclusive our people think our culture is and identify actions to improve.



Empower our speak-up advocates and colleagues to intervene as upstanders when our values are not being lived.



Continuing to provide flexible working options, enhanced family friendly policies and coaching programmes to support working parents.



Continuing to ensure gender balanced interviews and a minimum of 2 females shortlisted for all senior leadership roles.

## Our Alliances

We will champion Diversity & Inclusion across our business, with support from the leading networks below. It will continue to be a priority focus area until our firm, at all levels and in all roles, reflects the diversity of our communities and clients.



DCU Access  
to the Workplace

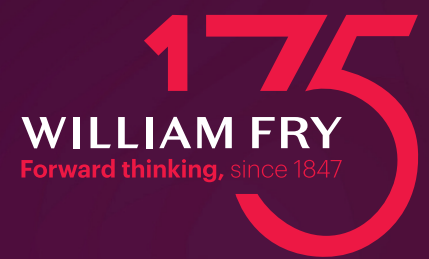


Trinity College Dublin  
Coláiste na Tríonóide, Baile Átha Cliath  
The University of Dublin

Trinity Centre for People with  
Intellectual Disabilities







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