

WILLIAM FRY

2023

William Fry

Gender Pay Gap Report

Diversity and 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 support and empower everybody to reach their potential and make a positive difference in the lives of our colleagues, our clients and our communities.

The purpose of this document is to comply with our legal obligation to report on the Gender Pay Gap, share the progress we have made and our plans and commitments for the year ahead.

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

“ 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 ongoing actions and commitments we are confident we will create a pathway to sustainable change and long term success. ”

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Gender Pay Data

There are **397 employees** in scope of this report with an overall gender breakdown of **68% female, 32% male**. **63%** are employed in legal services and the remaining **37%** are employed in business services functions.

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

A negative figure is positive in this context, indicating that the mean or median for female employees is higher than for their male counterparts.

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 based on a snapshot date in June 2023. 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.

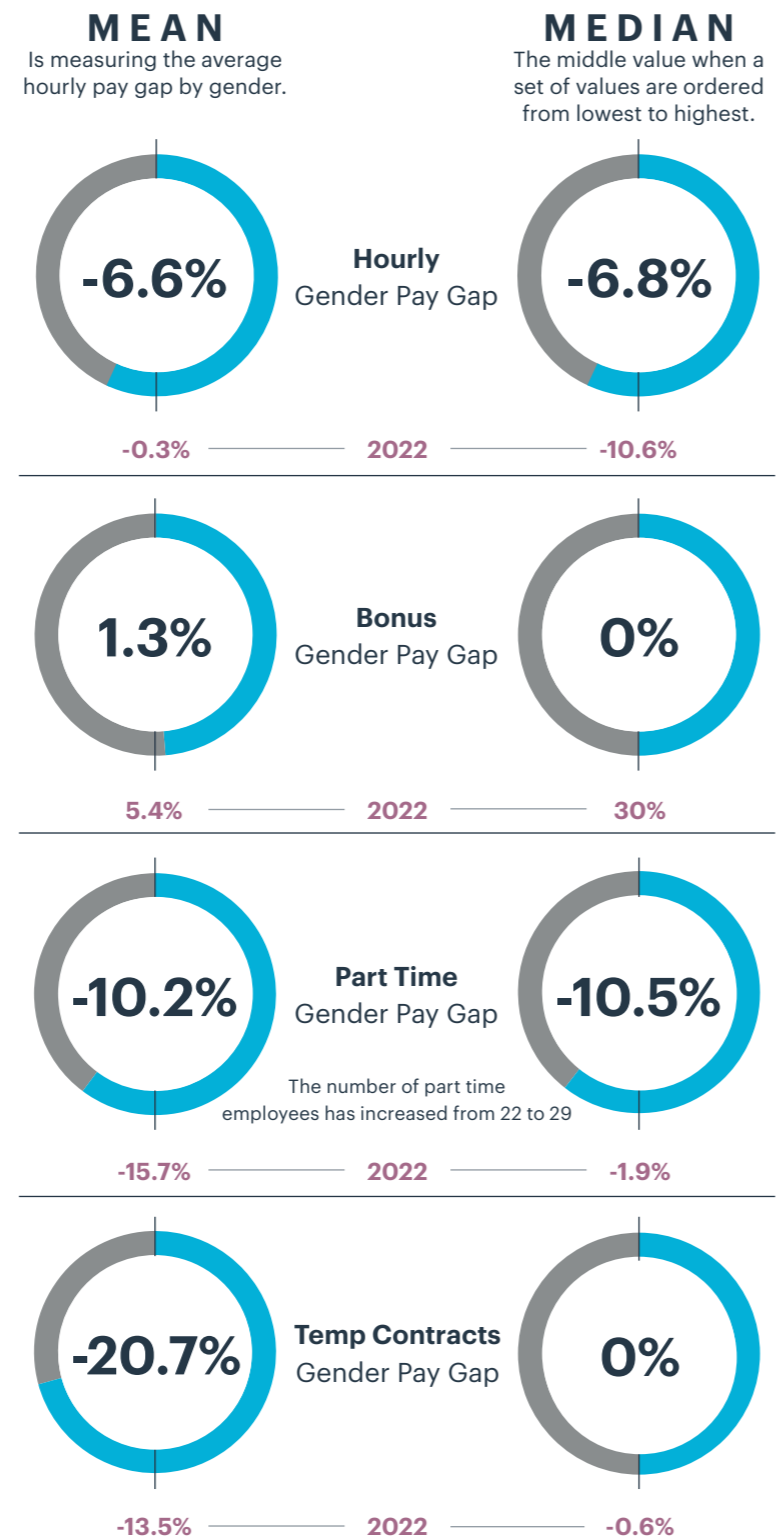
Partners

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 mean partner gender pay gap is **38%** and is **48%** when included in all the employee data. This represents a slight increase on 2022. It also reflects the fact that there is a higher number of males than females at a senior partner level with longer tenure (something which we are committed to addressing).

Of our existing partners, **39%** are female. Over the past four years, **66%** 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

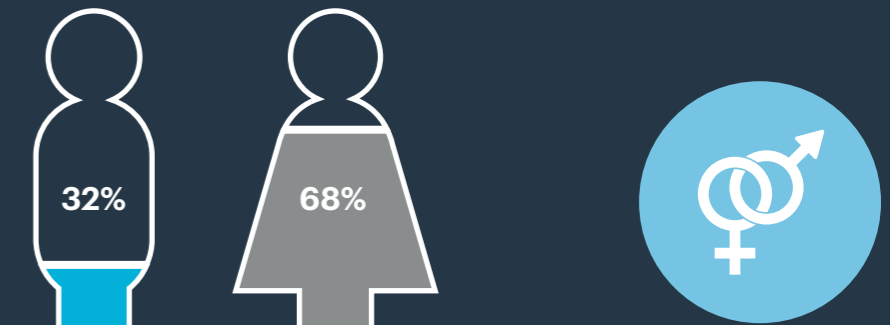
This group is defined as members of our partnership and executive and management committees. At **38%** female and **62%** male we are committed to achieving gender balance at our senior leadership decision making level.



Fixed term employee numbers have increased since 2022 due to the growth of our PeopleBridge flexible resourcing model.

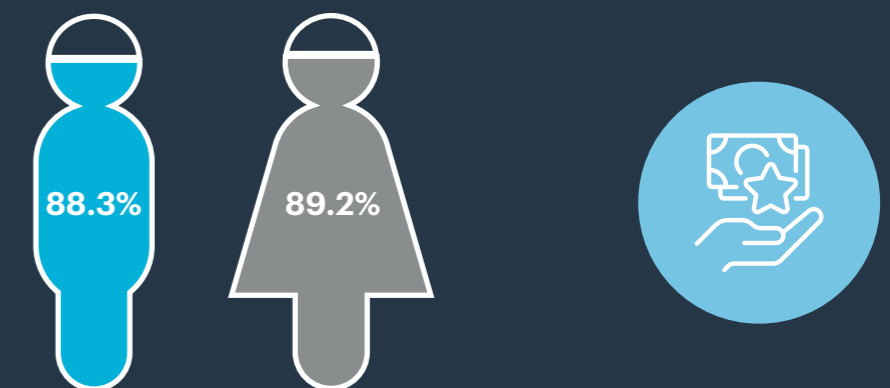
Gender Breakdown

Gender breakdown across all employees is **68% female, 32% male**. (2% drop year on year) The quartile reporting should be considered in this context.



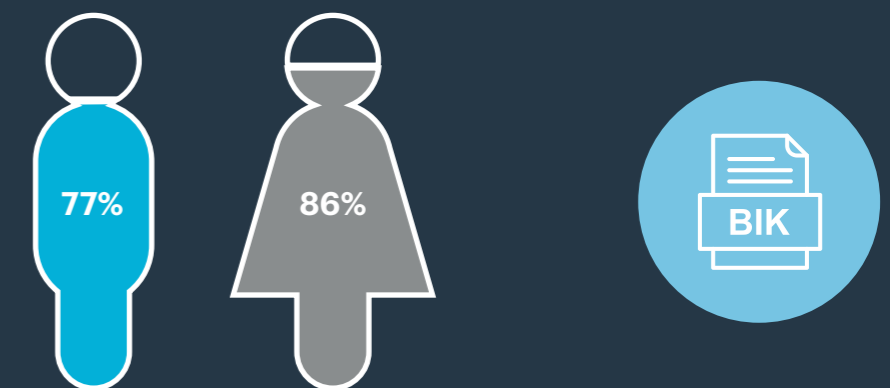
Proportion of Employees Receiving Bonus

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



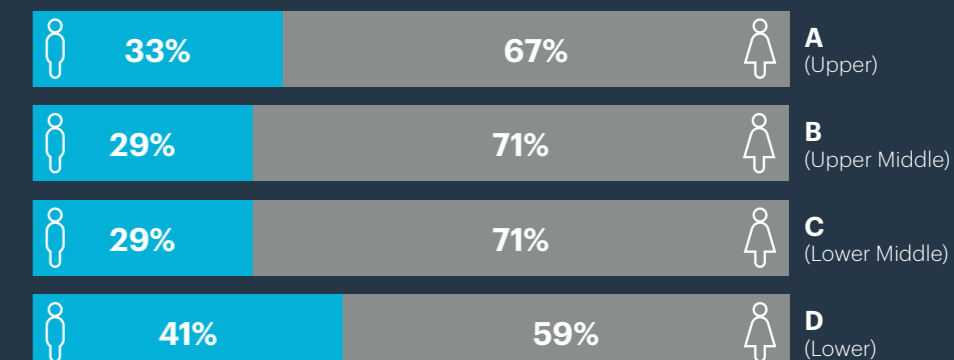
Proportion of Employees Receiving BIK

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. We have a higher concentration of female employees in business support roles and traineeships, which is reflective of the industry.



Our Ongoing Actions 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. Meaningful and sustained change takes time. We know we still have work to do and are committed to improving our gender balance through these ongoing actions and new commitments.

Our ongoing actions



Continuing to aim for gender balance on all client work and business development opportunities including pitches, calls and events.



Creating more transparent and accessible pathways to senior partnership.



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



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



Promoting the value of our speak up programme with ongoing training for everybody and empowering our speak-up advocates and colleagues to intervene as upstanders when our values are not being lived.



Mentoring, coaching and developing talent for senior leadership roles.



Continuing to strive for balanced interviews and a minimum of 2 females shortlisted for leadership roles.



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



Continuing to anonymously survey colleagues and identify actions to improve our culture. Reaccredited with silver in Investors in Diversity in 2023. 82% surveyed reported feeling valued and respected with 90% agreeing we have EDI policies in place and provide opportunities to improve EDI awareness.



Commitments for the year ahead



Introducing a career framework to make our paths to leadership roles more transparent and explain the career steps available. Promote pathways in our development programmes for lawyers and tax professionals.



Introducing a new programme to mentor and develop female talent for senior leadership roles.



Providing hybrid and flexible working options with a right to request flexible working.



Launching a new partnership to provide dedicated and enhanced coaching and support to women before, during and after maternity leave and skills workshops to working parents.



Revising our bonus structure for lawyers and tax professionals to include adjustments to targets to accommodate family leave and introducing a ramp down and ramp up allowance for maternity leavers and returners.

Our Alliances

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

WILLIAM FRY

williamfry.com

DUBLIN | CORK | LONDON | NEW YORK | SAN FRANCISCO

William Fry LLP | T: +353 1 639 5000 | E: info@williamfry.com