

WILLIAM FRY

2024

William Fry

Gender Pay Gap Report

Diversity and inclusion are not just ancillary values at William Fry – they comprise a core part of our identity as a professional services organisation. Guided by **Big Thinking, Energetic Engagement, and being Powerfully Principled**, we strive to serve our clients with integrity and innovation.

Our mission is to empower every individual to realize their potential, creating a ripple effect of positivity within our team, for our clients, and throughout our communities.

This document not only fulfils our legal obligation to report on the Gender Pay Gap but also highlights our progress and outlines our future commitments.

William Fry’s vision is a world where every business and individual can realise their full potential. We believe in fostering an inclusive society that not only reflects but champions the diverse needs and aspirations of our clients.



Stephen Keogh
MANAGING PARTNER

“ At William Fry, we are committed to building a diverse and inclusive culture that shapes our success and impacts our communities positively. Our vision is to ensure every individual is given the fair and equitable pay they deserve and an equal opportunity to succeed. We believe in nurturing the potential of our people and providing unparalleled service to our clients. Through our steadfast actions and commitments, we are creating a legacy of sustainable growth and long-term success. Together, we are forging a path to a brighter, more inclusive future.

”

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Pay Data

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. In late May 2024, the Employment Equality Act 1998 (**Section 20A**) (**Gender Pay Gap Information**) (**Amendment**) Regulations 2024 (**the 2024 Regulations**) were introduced.

The 2024 Regulations amend the original Employment Equality Act 1998 (**Section 20A**) (**Gender Pay Gap Information**) Regulations 2022 (**the 2022 Regulations**) to reflect the obligation of relevant employers with over 150 employees to report on their gender pay gap in 2024 based on a snapshot date in June 2024. 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.

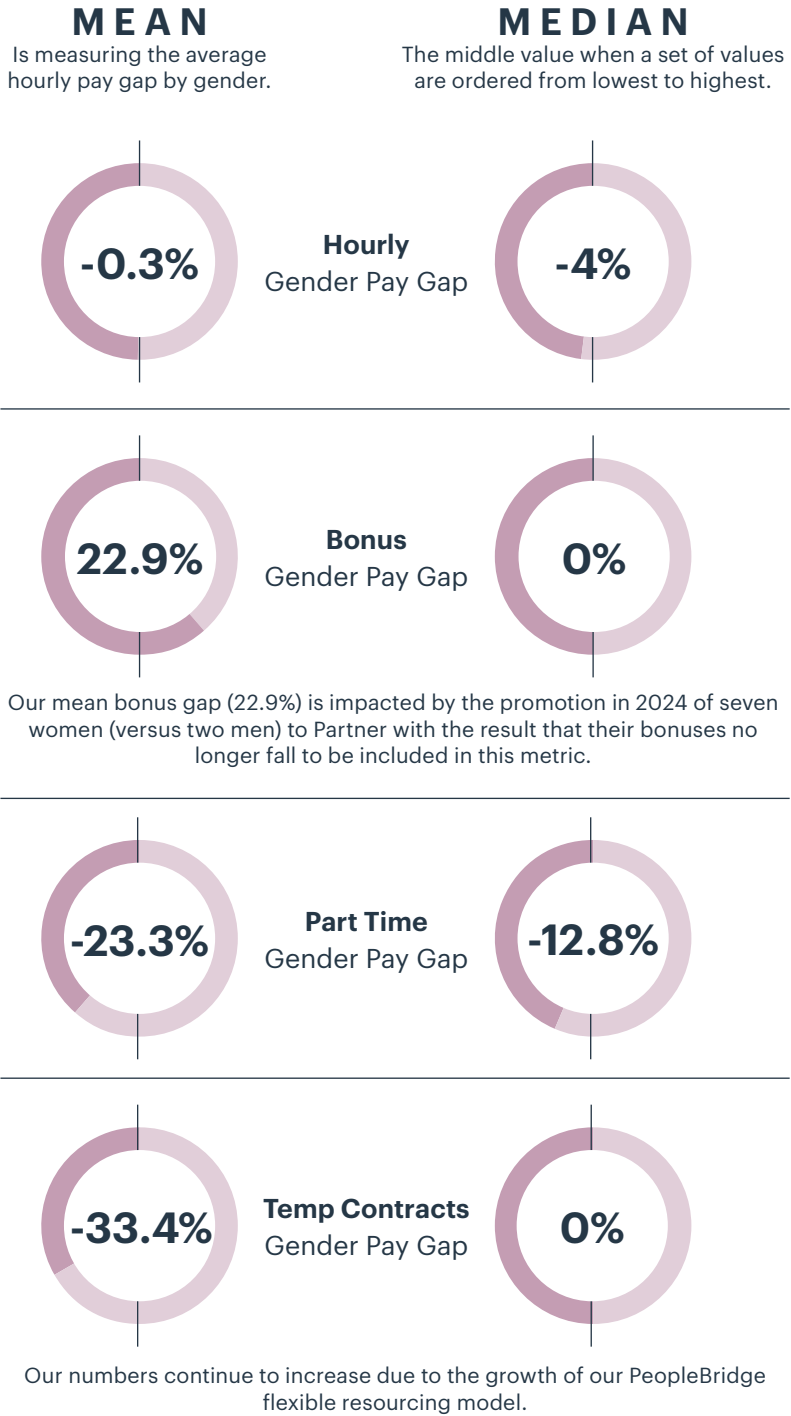
There are **399 employees** in scope of this report with an overall gender breakdown of **68% female, 32% male**. **63% are employed in legal services** and the remaining **37% are employed in business services** functions. Hourly pay comprises all relevant remuneration during the reporting period, including 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.

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 **46%** and is **49%** when included in all the employee data. This represents an increase on 2023. 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, **41% are female**, which is a **2% increase on 2023**.

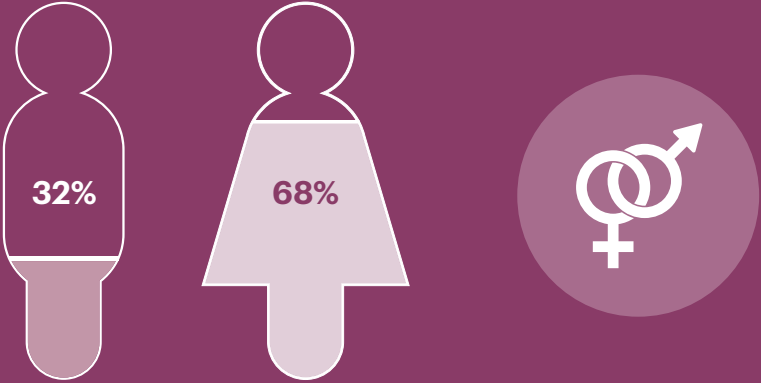
Senior Leadership

This group is defined as members of our partnership and executive and management committees. **At 40% female and 60% male, there is a 2% increase in female senior leadership since 2023**. This reflects our ongoing commitment to achieving gender balance at our senior leadership decision making level.



Gender Breakdown

Gender breakdown across all employees is **68% female, 32% male**, the same as 2023. The quartile reporting should be considered in this context.



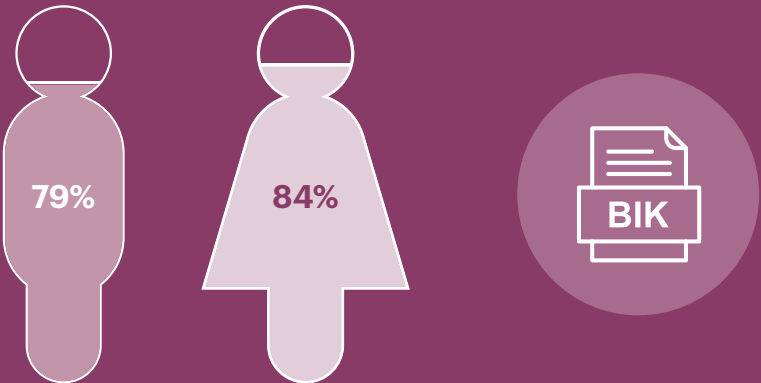
Proportion of Employees Receiving Bonus

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.

	33%	67%		A (Upper)
	26%	74%		B (Upper Middle)
	30%	70%		C (Lower Middle)
	39%	61%		D (Lower)

Our Ongoing Actions and Commitments

Our overall goal is to have gender balance at every level of our Firm, especially in senior leadership and business services. We recognise that meaningful and sustained change is a journey, one that requires time and dedication. While we acknowledge there is still much to be done, we remain deeply committed to advancing gender balance through ongoing actions and fresh commitments.

Our ongoing actions



Continue to provide dedicated and enhanced coaching and support to women before, during and after maternity leave and skills workshops to working parents.



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



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.



Creating more transparent and accessible pathways to senior partnership.



Continuing to anonymously survey colleagues and identify actions to improve our culture. Accredited Silver Investors in Diversity.



Continuing to provide flexible working options, enhanced family friendly policies and coaching programmes to support working parents. Providing hybrid and flexible working options with a right to request flexible working.



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



Mentoring, coaching and developing talent for senior leadership roles.



Continuing to ensure we reach and maintain 40:60 female to male representation at Senior Leadership level.

Commitments for the year ahead



Reviewing our new bonus structure for lawyers and tax professionals to ensure adjustments to targets to accommodate family leave and the ramp down and ramp up allowance for maternity leavers and returners is positively impacting our people.



Launch 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.

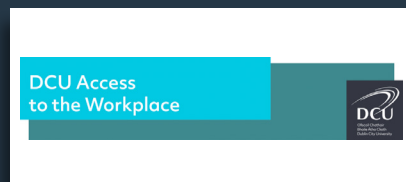
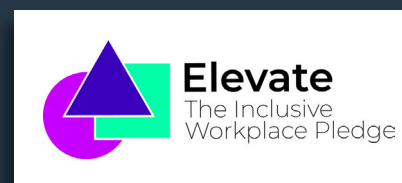
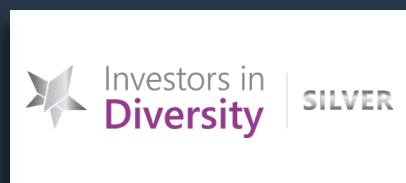


Roll out our new programme to mentor and develop female talent for senior leadership roles.



Our Alliances

We 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

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DUBLIN

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