

2021 Gender Pay Gap Report

Commitment to Progress

Like many, the impact of the global pandemic is notable in this year's pay gap report and while the data reflects the events that overtook us, our commitment to progressing key initiatives aimed at improving the recruitment, retention and advancement of women and other underrepresented groups within our firm remains a key strategic and operational priority.

Since our last pay gap report, we have implemented stretching but realistic targets to work towards over the next five years that will be achieved via our task forces, our diversity resource groups and the partnership, as well as through comprehensive learning programmes across the firm.

We are pleased to note that in spite of the pandemic, our pay gap has only seen a modest increase, but we are cognisant that within our data, these are factors within our influence to address.



Jonathan Jones
European Managing Partner



The historical trends that we are now able to track as a result of Gender Pay Gap regulation are enabling us to make a more informed assessment of the impact of recruitment and advancement processes and the complex levers that contribute to pay gaps at different levels. The insights we gain are enabling us to continue on our journey towards a culture that is rich in diversity, fair and transparent, and inclusive of all diverse groups.

Below is our Gender Pay Gap report in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and covers the 12 month reporting period to 5th April 2021.

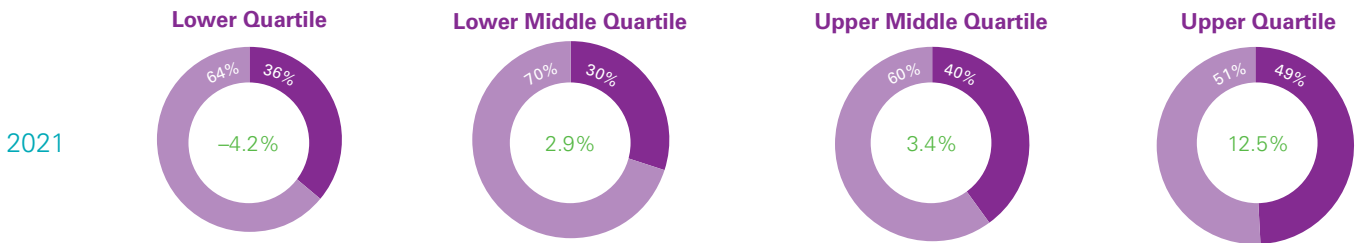
Employees Pay Gap

	Mean	Median
2021	19.4%	21%
2020	18.7%	18.5%
2019	17%	16.1%
2018	22.9%	14.5%

Employees Bonus Gap

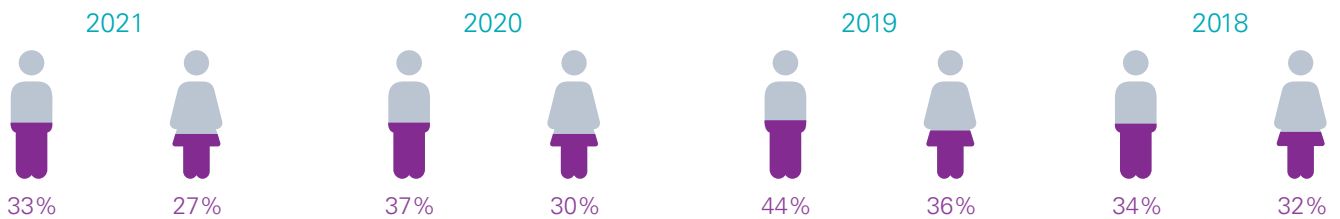
	Mean	Median
2021	19.9%	5.7%
2020	43.7%	46.4%
2019	46%	50%
2018	58.4%	60%

Employees Pay Quartiles



Key: Men (dark purple), Women (light purple), Pay Gap (mean) (green)

Proportion of Men and Women Employees Who Received a Bonus

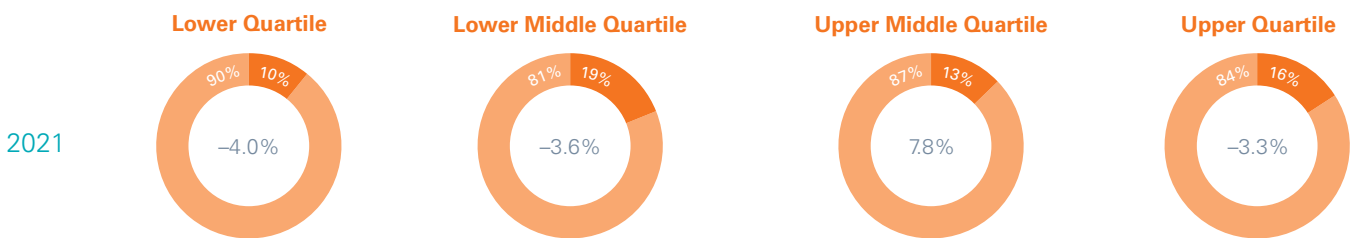


Ethnic Minority Pay Gap Data

Employees Pay Gap

	Mean	Median
2021	-3.3%	2.9%
2020	-4.8%	-1.6%
2019	-8.4%	6.2%

Employees Pay Quartiles



Key: Ethnic Minority (dark orange), Non-ethnic Minority (light orange), Pay Gap (mean) (grey)

Partner Pay Gap Data

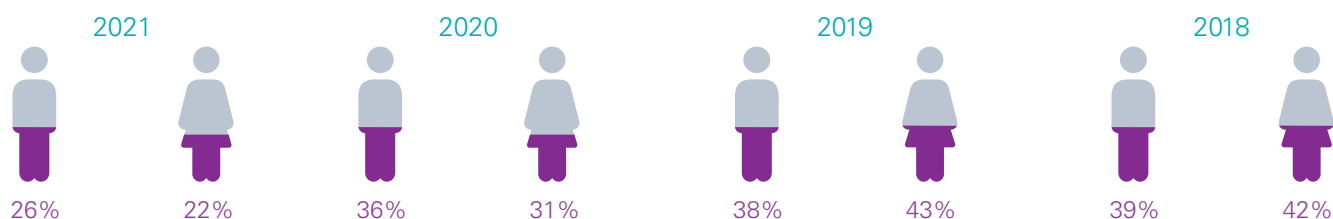
Partners Pay Gap

	Mean	Median
2021	-10.5%	-21.8%
2020	2.1%	7.8%
2019	-6.3%	-0.1%
2018	6.5%	13%

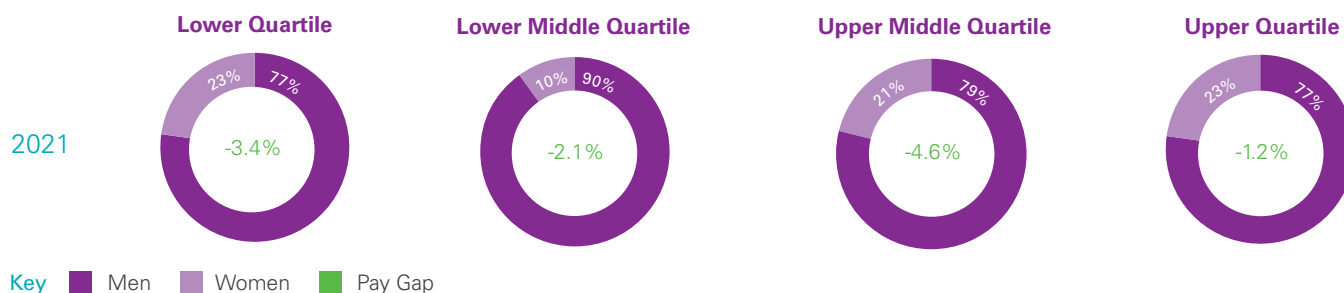
Partners Bonus Gap

	Mean	Median
2021	51.9%	40%
2020	45%	40%
2019	29.4%	0%
2018	16.4%	0%

Proportion of Men and Women Partners Who Received a Bonus



Partners Pay Quartiles



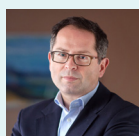
Statement of Accuracy

We confirm that the data reported here is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jonathan Jones

Alison Treliving

Patricia Walsh



Jonathan Jones
European Managing Partner
T +44 113 284 7072
E jonathan.jones@sqpirepb.com



Alison Treliving
Partner, Co-chair of Inclusion & Diversity Committee
T +44 161 830 5327
E alison.treliving@sqpirepb.com



Patricia Walsh
Global Chief Human Resources Officer
T +44 161 830 5093
E patricia.walsh@sqpirepb.com

Our Commitment

We strive to provide an inclusive and motivating environment of equal opportunity and fairness where everyone's talents are utilised to deliver outstanding client service.

We have in place a variety of frameworks, including our newly created Global Office of Diversity Equity and Inclusion led by Global Managing Partner Fred Nance, building on our previous Inclusion & Diversity programme. Our executive sponsored Advancing Women Task Force, Advancing Black and Diverse Professionals Task Force, Women's Enterprise and MyWellbeing programme all, both directly and indirectly, contribute to the long-term and sustainable change in our demographics.

In our previous report, we highlighted the introduction of a leadership programme, "Aspire," aimed at developing future partners through training, coaching and mentorship opportunities. We are pleased to report that this focused approach led to 80% of partner promotions being awarded to women during this reporting period. The introduction of a yearlong programme of ongoing support has subsequently enabled a successful transition for those newly appointed partners. This, in turn, has contributed to a narrowing in our partner pay gap.

Consequently, with the combination of these initiatives, we expect to see continued advancement of women, ethnic minorities and other diverse groups through the firm, into partnership and global leadership and board positions.

OFFICE OF DEI

The six pillars that make up our DEI framework (Gender, Multicultural, Accessibility, LGBT+, Social Mobility and Age) provide opportunities for networking, mentoring, support and professional development for lawyers and staff. Led by partner sponsors, each diversity pillar has a well-developed action plan, with an active and engaged employee resource group driving meaningful initiatives.



An Advancing Women's Taskforce was set up by the Global Board to review our existing frameworks and policies relating to the recruitment, advancement and reward of females in the firm. They work closely with, and have embraced the work of our very established Women's Enterprise network.

The cross-office and multi-functional task force, comprises 12 partners, including Global Board members and partners from a variety of geographies and practice groups. The chairman of our firm, alongside the chair and vice chairs of the task force, have spoken at many of our offices and attended meetings with people at all levels of the firm, to emphasise the importance and priority of this work.

Advancing Black and Diverse Professionals Taskforce

Reporting directly to the Global Board, this cross-office and multifunctional task force is reviewing and implementing policies to address issues that impair the advancement of ethnic minority lawyers and employees.



MYWELLBEING

Our global "MyWellbeing" programme supports the daily and long-term wellbeing of all of our people in their health, family, career, finances and community, creating an environment where people feel empowered to talk more openly and receive the support they need.

We recognise that offering well-regarded family care support is important to addressing gender balance, including maternity, paternity and shared parental leave, carers, flexible working and salary sacrifice arrangements.