

OUR 2018 UK GENDER PAY GAP REPORT

20 March 2019 | London

At Herbert Smith Freehills, we believe in the principles of gender pay gap reporting legislation and the issues it aims to address. Our 2018 report goes beyond our statutory requirement to report employee data and also includes compensation for partners.

The combined pay gap for partners and employees illustrates an issue we have been working to address: like many other firms in the UK legal sector, we have fewer women than men in our partnership, and that means there are fewer women among those who are most highly paid in the firm. This widens the gap between pay for women and men. We continue to take steps to improve gender balance in our partnership and elsewhere in our firm.

We are committed to gender diversity and the attraction, promotion and retention of women across all levels of the firm, and we will continue to ensure that we attract a diverse pool of candidates to all types of job roles. As part of our ongoing work to foster gender balance across the firm, we monitor the gender impact of our reward processes, and we run a wide variety of initiatives aimed at helping all our employees reach their full potential.

The work we do to support all our people is aligned with the aims of gender pay legislation. We will continue to enhance and expand on these activities – and we are confident the efforts we are making will help us reduce the gender pay gap in our firm.

To read our full report, please click the image below.



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PAY GAP REPORT**



[Read our 2017 gender pay gap report](#)