



2017 Gender Pay Gap Report

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish their gender pay gap data annually. We welcome the introduction of this new legislation to increase transparency and fairness in the workplace.

Our pay philosophy is founded on the principle of equality and supports our strong 'one-firm' culture.

Our all-female secretarial population has had an impact on our statutory figures. However, when we review the pay and bonus data by associate and business services (excluding secretaries) roles, there is a dramatic change from the statutory figures. In fact, associate women are paid marginally more than men on a mean basis and are on par from a median perspective. In business services women are paid more than men on a mean basis with a small gap at the median.

Associates	Mean	Median
Gender Pay Gap	-2.1%	-0.8%
Gender Bonus Pay Gap	-2.7%	0.0%

Business Services*	Mean	Median
Gender Pay Gap	-7.6%	5.5%
Gender Bonus Pay Gap	-5.0%	4.9%

*(excludes secretaries)

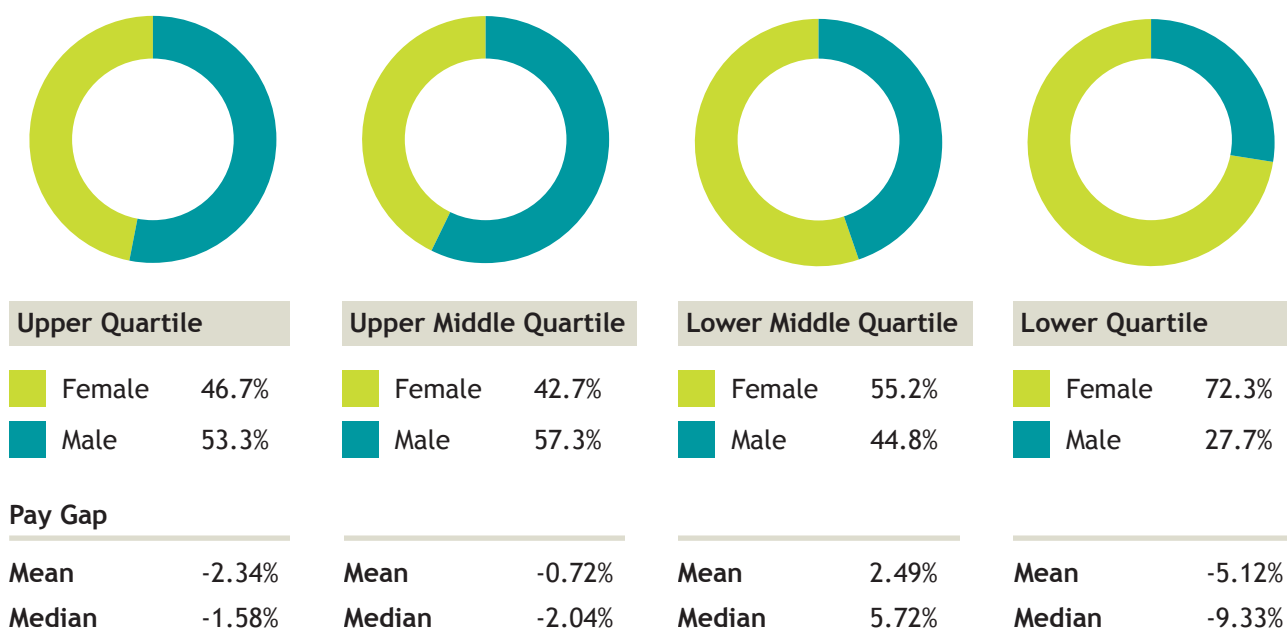
A positive gap means that men are paid more than women, whilst a negative gap means women are paid more than men.

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Statutory Disclosures

	Mean	Median		Male	Female
Gender Pay Gap	14.3%	38.5%	Proportion of males and females who received a bonus payment	92.2%	91.6%
Gender Bonus Pay Gap	33.3%	54.8%			

Proportion of females and males in each quartile band



We confirm the data in this report is accurate.

Approved and signed by:

Paul Stacey, Executive Partner
 Louise Meikle, Director of HR

The data published in this report is published by Slaughter and May Services Company (SMSC), a service company of Slaughter and May. SMSC is the main employing entity for Slaughter and May's UK based employees.