

Australia Gender Pay Gap Report 2023

Diversity and Inclusion (D&I) remains one of Clyde & Co's key strategic imperatives. Our firm's global vision and strategy for D&I is championed by our global and local Diversity & Inclusion Steering Committees. These Steering Committees hold our firm to account and ensure we progress towards our goals.

Our goals are designed to increase female representation in our partnership, in key leadership positions and on decision-making bodies. At Clyde & Co we are also committed to tracking and reviewing how we can improve our pay gaps over the long term.

Clyde & Co employs 417 people across four offices in Australia. Our gender composition at Manager level is 55% female and Non-Manager level is 72% female.

Our gender pay gap is lower than the industry benchmark (22.9%), with our median total remuneration pay gap being 18.6% and the median base salary gap being 15.5%.

However, there is clearly more to be done. We have completed a detailed analysis to understand the reason for our gender pay gap. Contributing factors include a larger proportion of women in clerical and administrative roles and a larger portion of our most senior roles filled by men.

Action and impact will remain at the heart of our approach ensuring we continue to reduce our gender pay gap.

There is much more to be done but we are making improvements through various initiatives across the firm, many of which have started to make a noticeable difference. This includes:

- We regularly review our annual performance, pay, bonuses and talent programmes to ensure they are improved.
- Our recruitment and promotion to partnership processes have a rigorous

approach to ensure the gender mix of candidates at all levels, including 50:50 shortlist targets for senior roles.

- We support working parents through our global parental leave offering, LifeWorks. The offering includes 26 weeks fully paid leave, regardless of gender or parental role. In addition, we provide support when employees become parents and as they transition back to work.
- We have embedded D&I into all our internal people processes including salary reviews, promotions to Legal Director and Partner and our Career Development Framework for all levels and roles.
- We continue to make sure there is equal access to our Senior Leadership Programme and Global Associate Programme.
- We run a Global Mentoring Programme for all Partners and employees who can benefit from career development, learning a new skill, or gaining wisdom from others.
- Our Gender Equality at Clyde & Co network (GECCO) provides a forum for our people who are interested and passionate about gender equality. It focusses on raising awareness and providing support, networking, and highlighting Learning & Development opportunities.
- To better understand our population and to identify areas that need more attention including D&I, we run regular employee engagement surveys, alongside inclusion focus groups to help us understand lived experiences.

We are committed to promoting gender equality and addressing pay disparities within our organisation.