



UK Gender Pay Gap Report

2023

KIRKLAND & ELLIS INTERNATIONAL LLP

Our Commitment to Diversity

We are committed to ensuring a diverse and inclusive environment in the London office and throughout the Firm and we continue to work hard to progress our goals.

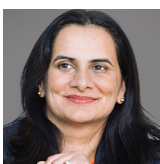
Creating and maintaining gender balance in the office continues to be a priority. We seek to further improve the gender balance by refining and implementing initiatives designed to promote gender diversity. Several of these initiatives are described further at the end of this report.

We actively monitor and evaluate our recruitment and development efforts to ensure fair treatment for all of our current and prospective team members.

We are confident that our pay practices are fair regardless of gender. For example, all associate salaries in the London office are based on a policy that lawyers at the same class level are paid equally. Further, all associates are eligible for a bonus based upon the same criteria consistently applied.

In the spirit of transparency and continuous evaluation and improvement, we are voluntarily providing UK Gender Pay Gap information in respect of partner compensation, along with the mandated reporting for employees.

We confirm that the data reported is accurate.



Rajinder Bassi, Partner and Co-chair,
Gender Subcommittee of
Firmwide Diversity & Inclusion Committee



David Higgins, Partner and Member,
Global Management Executive Committee

Kirkland is dedicated to fostering diversity and inclusion, both in the legal profession and in our community.

Read more about our [women's leadership initiatives](#), [racial/ethnic diversity initiatives](#) and [client & community partnerships](#).



Best Law Firms for Women
2011–2023



Corporate Equality Index
2023-2024
Perfect 100% score



The American Lawyer
A-List Law Firm
2013–2022

Lawyer Pay Gap Information

Laid out below is the voluntary disclosure of our London partner and associate gender pay gap information.

We have both share and income partners at the Firm and as the approach to compensation is different between these populations, we have laid out these groups separately.

As noted in the introduction, salaries for associates are the same within a class year. The associate gender pay gap is created by the different number of men and women in each class year rather than divergent approaches in compensation.

KEY DEFINITIONS

- **The Act:** The Equality Act of 2010 (Gender Pay Gap Information) Regulations 2017 requires the Firm to report gender pay and bonus gaps in the London office across all employees on a blended basis.
- **Mean Gender Pay Gap:** The difference between the average rate of pay for men in the Firm and that for women in the Firm expressed as a percentage of the average rate of pay for men in the Firm.
- **Median Gender Pay Gap:** The difference between the median rate of pay for men in the Firm and that for women in the Firm expressed as a percentage of the median rate of pay for men in the Firm.

Lawyer Pay Gap (Voluntarily disclosed)

COMPENSATION*	SHARE PARTNERS	INCOME PARTNERS	ASSOCIATES
Mean	25.9%	6.9%	8.5%
Median	14.3%	4.1%	10.2%

**Includes partner compensation and associate salaries (as of April 2023) and bonus amounts.*

Understanding Our 2023 Gender Pay Gap

The reporting of gender gap percentages on a blended basis is impacted significantly by the positions filled primarily by one gender. Different gender concentrations in different roles, when taken together, result in gender pay gaps. For example, in the London office, all of our secretaries are women – as such, the median pay and bonus gap percentages result from comparing the pay and bonus of a secretary to that of a lawyer.

Employee Only Gender Pay Gap (as required by the Equality Act 2010)

HOURLY PAY	2023	2022
Mean	37.6%	32.8%
Median	65.8%	66.1%

BONUS	2023	2022
Mean	52.3%	43.6%
Median	75.0%	78.7%

Employees in Receipt of Bonus*

● MEN ● WOMEN



*These numbers include new hires who were ineligible for a bonus.

Employee Pay Quartiles

	UPPER QUARTILE	UPPER MIDDLE QUARTILE	LOWER MIDDLE QUARTILE	LOWER QUARTILE
Women	31.2%	39.9%	72.5%	68.3%
Men	68.8%	60.1%	27.5%	31.7%

Our Ongoing Initiatives

We continually work to maintain a culture that supports the promotion, development and success of women at the Firm. We have taken a number of steps towards that goal as set out below and are constantly evaluating additional measures.

INITIATIVES

- Evaluating the issues and concerns facing female attorneys through the Firmwide leadership of Kirkland's Diversity and Inclusion Committee and its Gender Subcommittee.
- Engaging senior leadership and male attorneys as allies and supporters in the gender equality conversation.
- Supporting all of our working parents through family-friendly policies, including parental leave, back-up childcare and flexible schedules.
- Sponsoring year-round programs globally through the Women's Leadership Initiative (WLI), including networking events, mentoring lunches and training sessions.
- Encouraging continued development of our female attorneys through mentoring and sponsorship opportunities.
- Assessing our candidate pools and sources to improve gender balance in recruitment activities.
- Offering a hybrid work model to balance personal flexibility while preserving and reinforcing the critical in-office experiences that facilitate relationship building, learning and enhanced collaboration.
- Administering structured compensation processes designed to ensure fairness in compensation for the same role.
- Continuing Kirkland's Inclusive Leadership Series, a series of interactive programmes geared toward building diverse teams, fostering inclusion, communicating across differences and mitigating unconscious bias across attorney levels.
- Collaborating with clients on gender and diversity initiatives, including the Women's Leadership Forum.
- Implementing a coaching programme specifically oriented to partners going on or returning from maternity leave.
- Introducing a new fertility and family-forming benefit in 2022 through Carrot, providing one-on-one-consultations with family forming experts, reimbursements for adoptions, gestational carrier arrangements, fertility treatments, pregnancy and more, and discounts and expedited appointments at top clinics and agencies.
- Rolling out the Bupa-Menopause plan in 2023 supporting all employees who may be suffering from the effects of menopause.
- Expanding the Kirkland Concierge programme designed to help lawyers manage their personal lives by providing on-site resources to help with a variety of personal tasks including errand running.

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