



# UK Gender Pay Gap Report

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**2023**

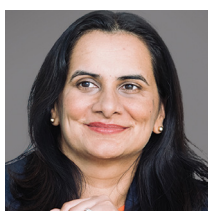
KIRKLAND & ELLIS INTERNATIONAL LLP

# Gender Pay Gap Report

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.**



A handwritten signature in black ink.

**Rajinder Bassi**  
Partner



A handwritten signature in black ink.

**David Higgins**  
Partner and Member,  
Global Management Executive Committee



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

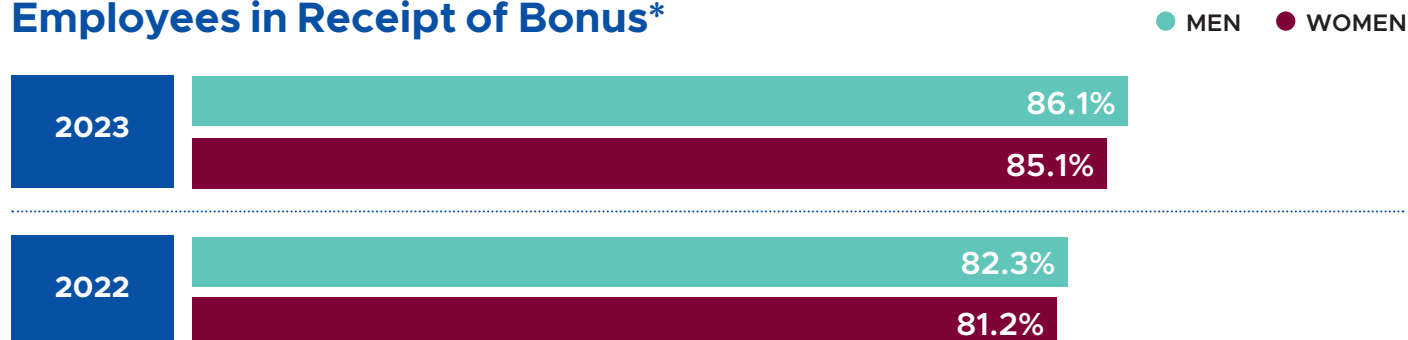
The reporting of gender gap percentages on a blended basis is impacted significantly by the positions filled primarily by one gender. Different gender concentrations in different roles, when taken together, result in gender pay gaps. For example, in the London office, all of our secretaries are women — 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\*



\*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%