

UK GENDER PAY GAP STATEMENT 2025

Executive Summary

Championing Progress in Gender Pay Equity

At Fragomen, we remain committed to gender equality and are proud of the continued progress we are making in narrowing our gender pay gap.

Our latest Gender Pay Gap Report, based on data from 5 April 2025, demonstrates the ongoing impact of our efforts to promote fairness, transparency and equity in pay. The results show further movement towards parity in both the mean and median gender pay gaps, alongside continued progress in bonus outcomes and distribution.

In our UK practice, where more than 70% of our colleagues are women and ten of our fourteen Partners are female, we continue to lead within our sector in addressing gender pay disparities. Our gender pay gap remains well below the national average, reflecting our commitment to creating an inclusive, merit-based workplace.

While we take pride in the progress achieved, we recognise that true equality requires ongoing commitment and we remain dedicated to continuous improvement. This report provides a detailed analysis of our gender pay gap, including pay quartile distribution and the actions we are taking to sustain progress and address remaining gaps.

We acknowledge that current legislation requires employers to report Gender Pay Gap data within a binary framework. At Fragomen, we are committed to fostering an inclusive environment that respects and welcomes all gender identities. Where employees have self-identified as non-binary or chosen not to disclose their gender, their pay data, if applicable, has not been included.

Our focus is unchanged: building a workplace where all employees, regardless of gender, have equal opportunities to thrive and succeed.

Nadine Goldfoot

UK Managing Partner

GENDER PAY GAP – DEFINITIONS

What is the Gender Pay Gap?

The Gender Pay Gap is not the same as unequal pay.

The regulations requiring employers meeting certain thresholds to publish data on their gender pay gaps came into effect on 6 April 2017, with the first reports due in April 2018. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 apply to private and voluntary sector organisations with 250 or more employees.

The gender pay gap (GPG) shows the difference in the average hourly pay between men and women. It is measured by the mean and the median differences between pay and bonuses for men and women. The GPG is not the same as unequal pay, which is paying men and women differently for doing the same (or similar) work. Unequal pay has been unlawful since 1970.

Mean Pay Gap

The mean gender pay gap is the difference between the average hourly earnings of men and the average hourly earnings of women.

Median Pay Gap

The median gender pay gap is based on arranging all the pay amounts in numerical order and selecting the middle amounts. If there is an even number in the range, the median is the mean (average) of the two middle numbers.

Pay Quartiles

Pay quartiles refer to the division of employees into four even segments based on the value of their hourly earnings and looking at the representation of male and female employees in each segment. This provides insight into gender representation at different levels of the organisation.

GENDER PAY GAP – OUR 2025 DATA

Salary, Bonus, BIK and Pay Quartiles

Salary Data:

PAY GAP (SALARIES)	2025 DATA	PERCENTAGE POINT CHANGE
MEAN	3.9%	- 0.1
MEDIAN	2.1%	+ 5.5

Bonus Data:

Proportion of Employees Receiving a Bonus:

- **Males:** 88.9% (6.9 percentage point increase from the last reporting period)
- **Females:** 88.6% (4.4 percentage point decrease from the last reporting period)

PAY GAP (BONUSES)	2025 DATA	PERCENTAGE POINT CHANGE
MEAN	4.3%	+ 4.5
MEDIAN	5.2%	+ 12.1

Pay Quartiles Data:

QUARTILE	MALE	FEMALE
UPPER	33%	67%
UPPER MIDDLE	31%	69%
LOWER MIDDLE	31%	69%
LOWER HOURLY	29%	71%

Understanding the Data

We are encouraged by the continued positive movement in our gender pay gap metrics in 2025. The mean gender pay gap for salaries has reduced further and the median gap has moved significantly closer to 0%, reflecting a more even distribution of pay across the firm. The widening of the mean bonus gap reflects natural fluctuations in bonus payments. However, the proportion of men and women receiving bonuses has also become more aligned. Both the median bonus gap and overall pay distribution are now more closely aligned with pay equity compared with the previous year.

ADDRESSING THE GENDER PAY GAP

Initiatives to Address the Gender Pay Gap

Recruitment Practices

We take active steps to ensure inclusive hiring practices, including reviewing all job advertisements for gender-neutral language and providing ongoing training to hiring managers to promote fair and balanced selection decisions. We continue to prioritise internal mobility, with career progression from within remaining a key pathway for filling senior and higher-level roles.

Compensation and Performance Reviews

We remain committed to recognising and rewarding high performance through salary increases, bonuses and promotion opportunities, ensuring our compensation structure is fair, transparent and competitive. 87 people were promoted in the 2024/2025 annual review process and of this group, 70% were female.

Furthermore, we continue to evolve and enhance our compensation and career frameworks to ensure they remain best in class and aligned to the needs of our business and our people. This includes further strengthening our performance review process to promote clarity, consistency and fairness, while providing clear expectations, transparent progression pathways and meaningful development conversations that support long-term career growth and success.

Encouraging Flexibility

Our commitment to flexible and hybrid working arrangements remains strong. We support our employees in balancing their work patterns between home and the office, with the option to work remotely up to three days per week. We know that this flexibility is integral to accommodating individual needs and promoting a healthy work-life balance.

Support for Working Parents and Family-Focused Initiatives

We offer enhanced family leave packages and comprehensive support for working parents, including dedicated coaching and a structured, supportive phased return-to-work programme designed to help colleagues transition back with confidence and clarity.

Our family-friendly benefits include a subsidised back-up care programme covering childcare, adult and elder care, as well as complimentary access to care concierge services through our Employee Assistance Programme to support a wide range of caring needs.

In addition, our commitment to supporting families at all stages is reflected in our fertility reimbursement programme, which offers financial support to colleagues who may need assistance on their journey to growing their families.

Responsible Business Practices

Our Responsible Business Practices (RBP) framework focuses on inclusivity, pro bono work, corporate social responsibility, sustainability, wellbeing and more. Our continued efforts and investment in these spaces provide an opportunity for employees at all levels to shape our programme of activity to engage, educate and elevate our commitment across each of these areas.

COMMITMENTS AND CONCLUSION

Future Commitments to Closing the Gender Pay Gap

As we continue our journey towards achieving full gender pay equity, we are committed to implementing further initiatives aligned with industry best practices:

Strengthening Pay and Reward Governance: We are leveraging our HRIS technology to support more regular and robust auditing of pay and progression outcomes across the firm. While the EU Pay Transparency Directive does not apply in the UK, it provides a valuable benchmark for best practice and has accelerated our focus on data quality, consistency and oversight globally. By embedding more structured and technology-enabled review processes, we are further enhancing transparency, accountability and continuous improvement in our approach to pay equity.

Mentoring and Leadership Development: We continue to strengthen and expand our existing leadership development programmes, while increasing engagement in mentorship and sponsorship opportunities to further support career progression and long-term growth.

These commitments reflect our determination to continuously improve our workplace policies and support structures, ensuring that Fragomen remains a leader in fostering gender equity in the legal profession.

Conclusion

We are proud of the meaningful progress we have achieved in 2024-2025 and of our continued position as industry leaders in addressing gender pay disparities. We remain focused on advancing gender equality, both within our practice and across the broader legal and immigration sectors.

At Fragomen, pursuing an inclusive culture goes beyond a policy. It's part of our DNA. Our leadership is committed to supporting an environment where all employees bring their diverse backgrounds and perspectives to better understand clients' needs and where they have equal opportunities to succeed and grow.