

# Gender Pay Gap Statement

**PUBLISHED APRIL 2019**

Respecting colleagues, embracing diversity and empowering others are core values to Fragomen. We have a long history of promoting women to prominent positions within the firm's leadership. For example, women have long played a critical role on the firm's Executive Committee, and other key management positions across the firm.

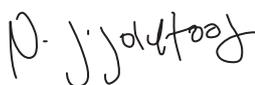
Compared to our 2017 data we have reduced the difference in mean pay by 6.7%, median pay by 15.2% and median bonus pay by 2.1%. The proportion of bonuses paid over the last 12 months between women and men has also evened out with a difference of 4% in 2017 and a difference of 0.2% in 2018. Our difference in mean bonus pay has increased due to a change in Partner status. As our Partner population is small, this has changed the results for our 2018 data. Therefore, this year to be transparent we have decided to go beyond the statutory requirements and the firm has volunteered to publish data to include our Equity Partners.

Since last year, we have introduced a bonus policy that aims to be more transparent in terms of eligibility. We have also reviewed and refreshed our flexible working policy allowing more employees at all levels to work flexibly, including working from home on a more regular basis. The firm has also increased eligibility for maternity coaching to women at all levels. This helps prepare women both for when they go on maternity leave, as well as to help plan and prepare for their return to the workplace.

For 2019 we are further investing in training for Managers, Senior Managers and Directors to ensure we have a consistency of skills at all levels and to further support the development of the firm's future leaders.

We will continue to review our compensation bench-marking on a regular basis, across a range of metrics and sources. We believe the data highlighted in this report reflects that we pay employees fairly based on their role and contribution to the firm, and not their gender. We will continue to monitor our position to ensure we remain fair and competitive.

We are extremely proud of our diverse workforce at Fragomen and we are fully committed to providing equal opportunities. We believe that our differences make us stronger and we look forward to continuing to celebrate our differences and grow our diverse workforce over the coming years.



Nadine Goldfoot  
Partner  
Fragomen LLP

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[www.fragomen.com](http://www.fragomen.com)

# Gender Pay Gap

## ALL EMPLOYEES

(Not including Equity Partners)  
Reportable Publication

	2018	2017
Mean Pay	4.1%	10.8%
Median Pay	-15.2%	0%

	2018	2017
Mean Bonus	55.1%	26.7%
Median Bonus	20.1%	22.2%

### Bonus paid in the 12 months to April 2018

Women	10.9 %
Men	11.1%

### Bonus paid in the 12 months to April 2017

Women	10.4%
Men	14.6%

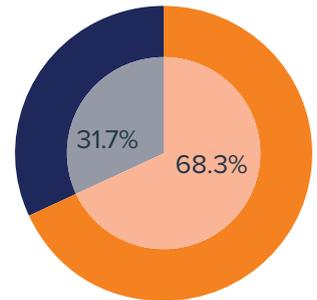
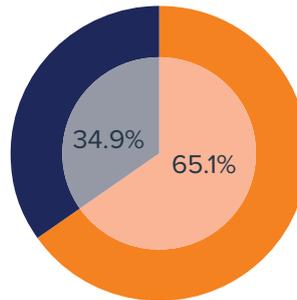
## PAY QUANTILES

Men ● Women ●

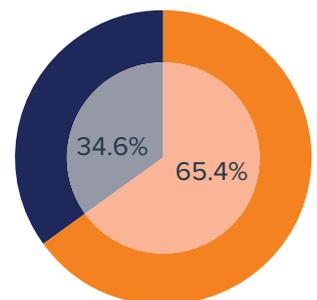
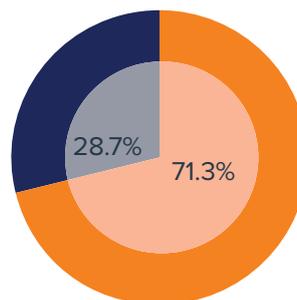
2018

2017

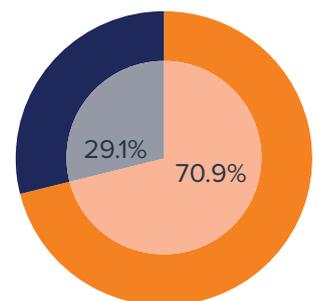
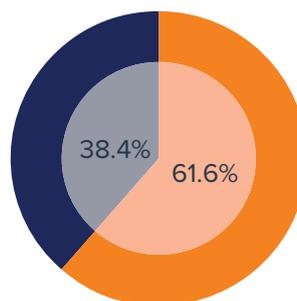
Upper Quartile



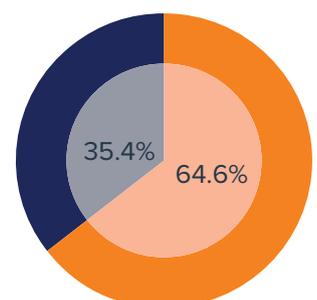
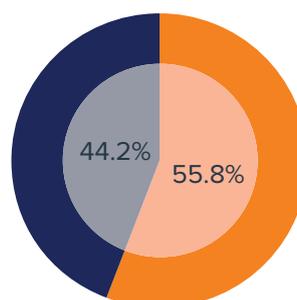
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



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## ALL EMPLOYEES AND PARTNERS

Voluntary Publication

	2018
Mean Pay	-5.9%
Median Pay	-15.2%

	2018
Mean Bonus	-35.7%
Median Bonus	18.1%

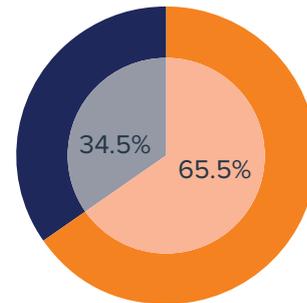
Bonus paid in the 12 months to April 2018	
Women	11.7%
Men	11.1%

## PAY QUANTILES

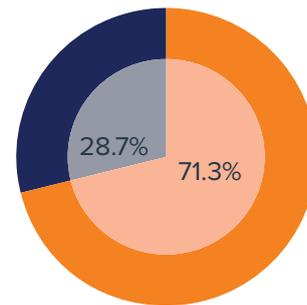
Men ● Women ●

2018

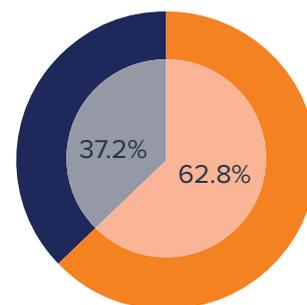
Upper  
Quartile



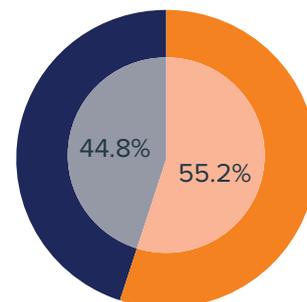
Upper Middle  
Quartile



Lower Middle  
Quartile



Lower  
Quartile



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