

Diversity and inclusion, and pay gap reporting

Introduction

At Fox Williams, our core purpose for our diversity and inclusion commitment is to create and maintain a more diverse workforce which represents the City, our clients and our responsibility as a global citizen.

We believe that we are a stronger and better firm when we actively embrace and promote diversity and inclusion.

Diversity and Inclusion is in our DNA; they are part of our culture and values:

- Our People are at the centre of core values. We understand and celebrate what makes each of us unique, value each person's contribution, and treat everyone fairly. We foster a friendly, collaborative culture that enables everyone to thrive.
- Open Communication – we will continue to have an ongoing dialogue (internally and externally) with input from everyone about how we can become more a diverse workplace.

We are serious about reducing our Gender Pay Gap and Ethnicity Pay Gaps, which is why we have been voluntarily publishing our pay gap reports internally since 2019.



Gavin Foggo, Senior Partner

Pay Gap Reports: Overview

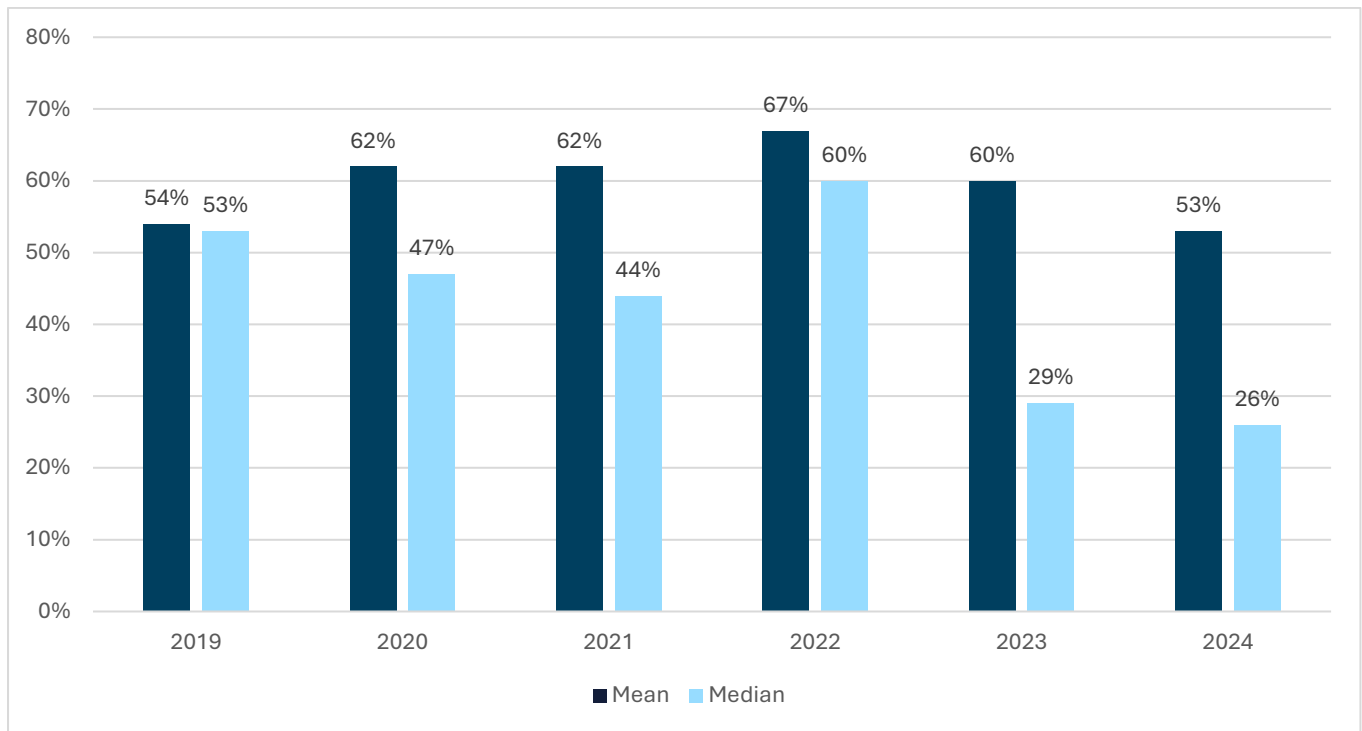
Snapshot period is the April payroll each year

- We passionately believe that **our people** have made us the success we are today and our decision to voluntarily publish our data demonstrates our commitment to our colleagues.
- The reporting that follows has been carried out with **integrity and professionalism**. We strive to be honest and transparent with our staff and the wider community in sharing our reporting results alongside the various initiatives and policy changes we have put in place to drive change and address areas where we believe we could be making more progress.
- We choose to voluntarily report on both Gender and Ethnicity Pay Gaps as we believe that in doing so it helps us to understand the size and causes of any pay gaps and helps identify any issues that need to be addressed.
- The Gender and Ethnicity Pay Gap calculations were undertaken using April of each year as our 'snapshot period'. Due to the relatively small number of people in each cohort, we would ask you to understand that a singular promotion and / or small movements within quartiles can vary our results quite dramatically.
- Both our Gender and Ethnicity Pay reports include all employees and partners at the snapshot date.

We will continue to review whether it is possible to produce other Pay Gap Reports (for example, sexual orientation and disability) as our workforce demographics change.

Gender Pay Gap

Year on Year



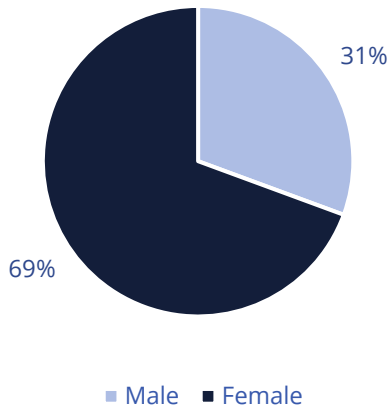
Employees	2019	2020	2021	2022	2023	2024
Mean	2%	4%	10%	-1%	5%	4%
Median	22%	20%	27%	11%	14%	16%

Partners	2019	2020	2021	2022	2023	2024
Mean	19%	26%	29%	34%	33%	31%
Median	45%	53%	58%	59%	55%	56%

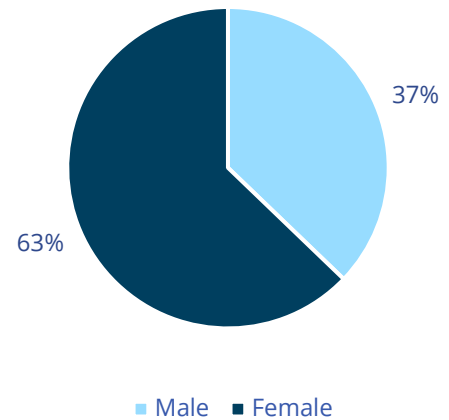
All	2019	2020	2021	2022	2023	2024
Mean	54%	62%	62%	67%	60%	53%
Median	56%	47%	44%	60%	29%	26%

2024 Gender Pay Quartiles

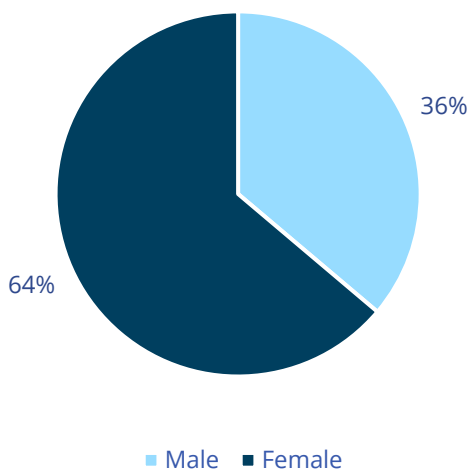
Lower Quartile



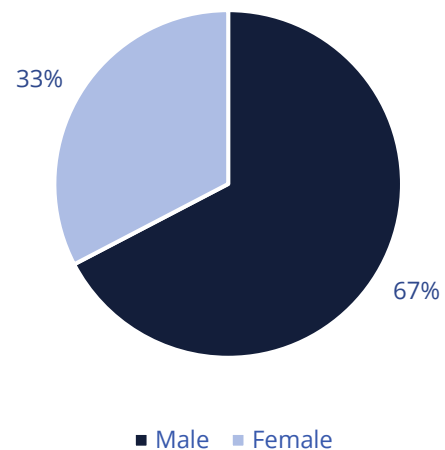
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Gender Pay Gap Commentary

Our Gender Pay Gap is a result of the demographic of the firm, i.e. there are more women in the first three pay quartiles, and more men in the upper pay quartile, particularly at partner level.

We have, however, seen a positive change in the gender split in the upper quartile and upper middle quartile over the last few years, which we believe is a direct result from the changes in our partnership demographic and the increase in female partners through internal promotion and lateral hires. In April 2024, we had 47 partners, 33% were women. Our Board was 40% female.

While we are seeing progress across the legal industry and many other professional services sectors, the reasons for the workforce demographics are multifaceted. When putting initiatives in place to drive change in the long term, we have attempted to address as many of those reasons as practicable.

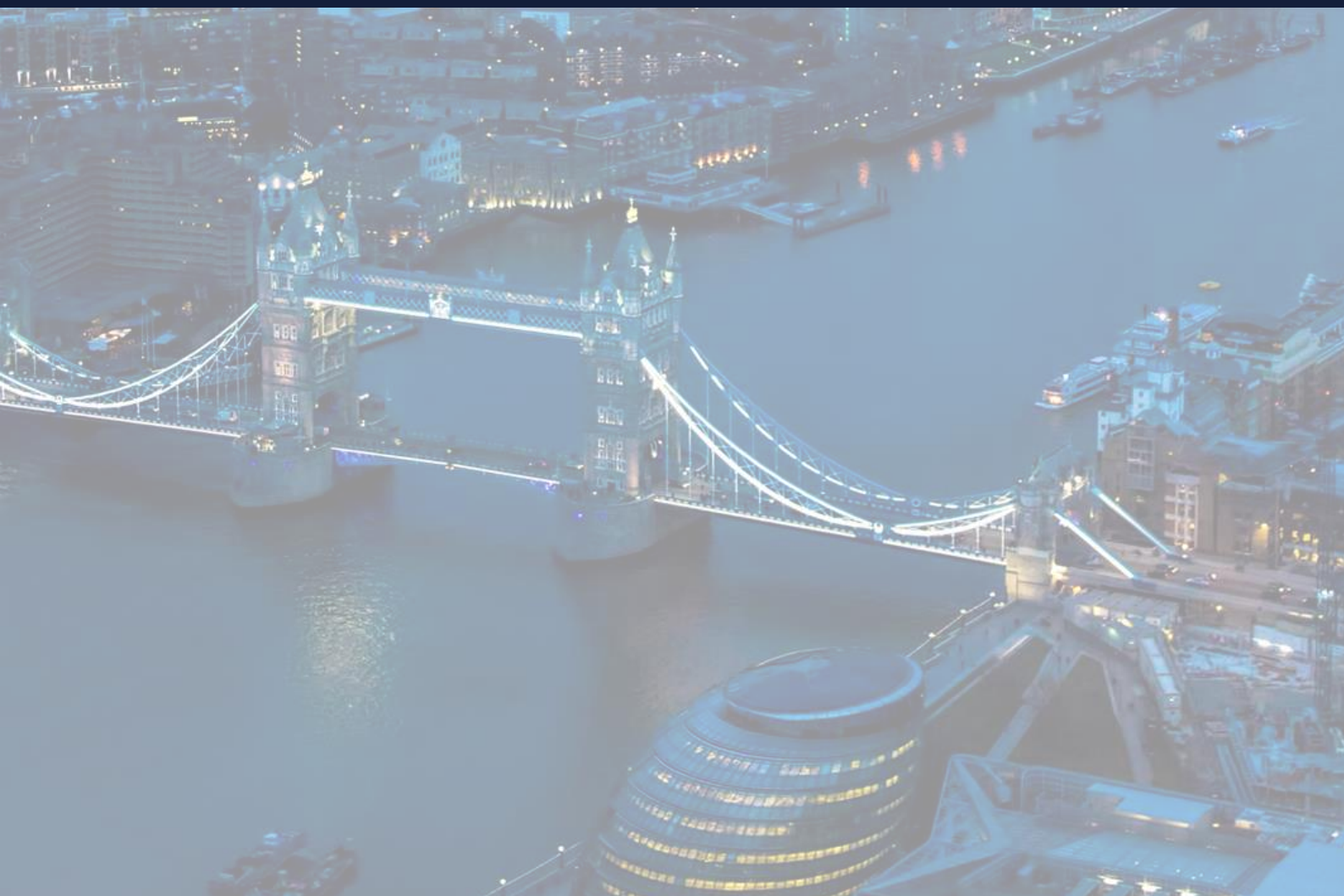
Ethnicity Pay Gap Report

Snapshot period is the April payroll each year

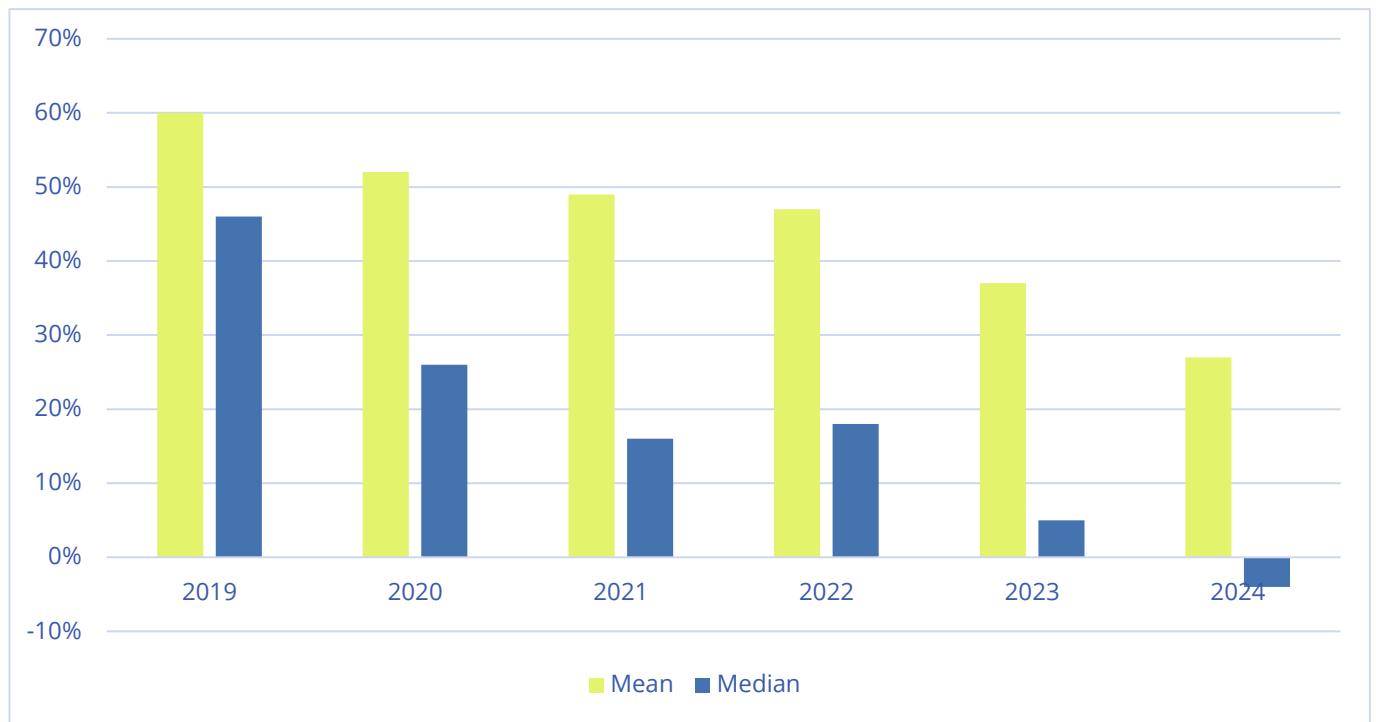
When we first developed our Ethnicity Pay Gap report, we decided to use the Census 2021 definition of ethnicity as it is widely recognised and understood, both internally and externally.

All employees and partners are asked to identify whether their ethnicity is based within the group of 'white' or 'BAME' as per the Census definition to be able to compile the data for our report.

As a firm, we use the term BAME for reporting purposes only.



Ethnicity Pay Gap – Year on Year



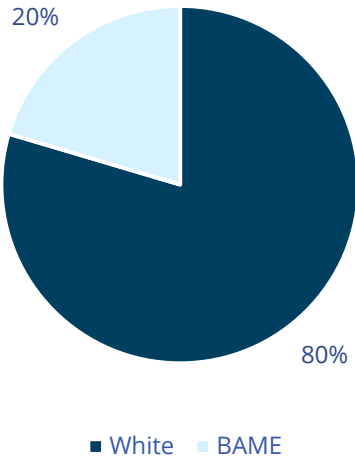
Employees	2019	2020	2021	2022	2023	2024
Mean	34%	14%	18%	16%	8%	0%
Median	38%	14%	7%	3%	13%	-3%

Partners	2019	2020	2021	2022	2023	2024
Mean	27%	14%	35%	25%	22%	27%
Median	-11%	-17%	46%	37%	22%	26%

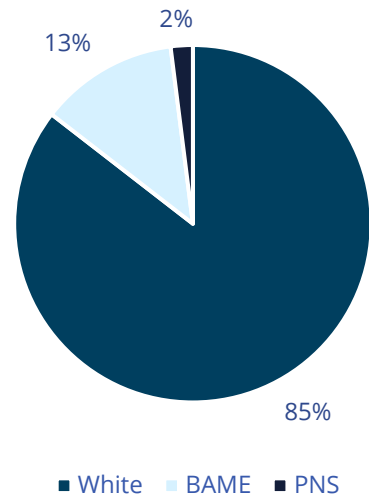
All	2019	2020	2021	2022	2023	2024
Mean	60%	52%	49%	47%	37%	27%
Median	46%	26%	16%	18%	5%	-4%

2024 Ethnicity Pay Quartiles

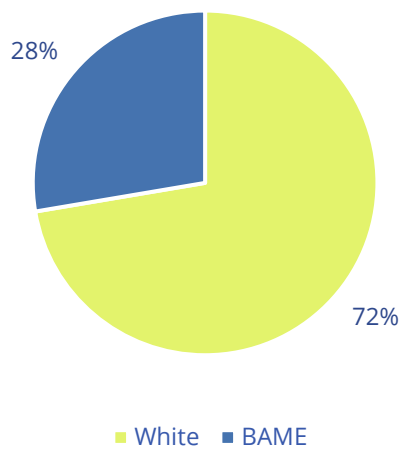
Lower Quartile



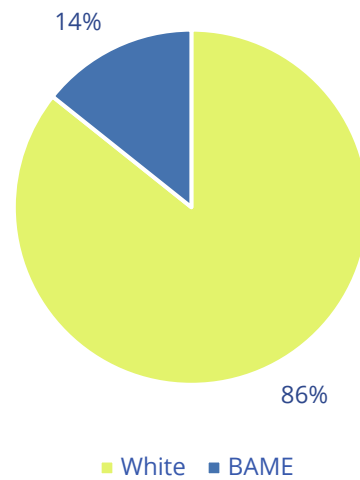
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Ethnicity Pay Gap Commentary

The overall pay gap is impacted by the relatively small population of BAME colleagues in each quartile which can have a disproportionate and significant impact on our pay gap figures. As with our gender pay gap, our analysis shows that there are significantly less BAME representation, in comparison to our white population, at a senior level which is reflective across the legal sector.

We have, however, seen positive improvements in the ethnicity data within our Upper Middle and Upper Quartiles since 2018.



How will we address our gaps?

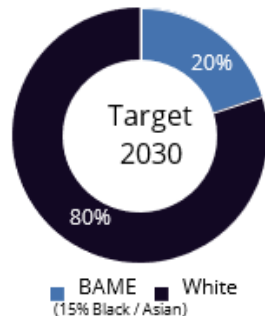
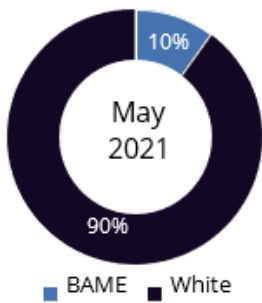
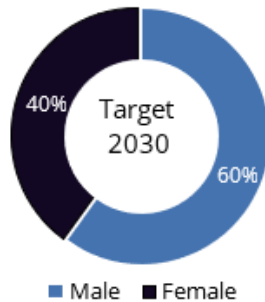
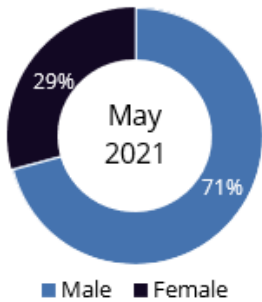
Reflecting upon how we can address our Pay Gaps, the output from the Reverse Mentoring Programmes provided us with some clear direction and action points. The most significant outcome the desire to introduce D&I targets to focus our minds and monitor our progress, particularly at the senior end of the firm.

Our targets are long-term and our progress is reviewed and reported upon internally on an annual basis.

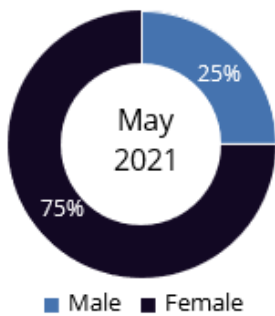
Review relevant internal data from colleagues arising from our annual Engagement Survey to respond to key themes and trends quickly.

Diversity and Inclusion Targets for Fox Williams

Partners

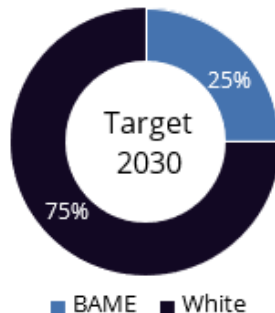
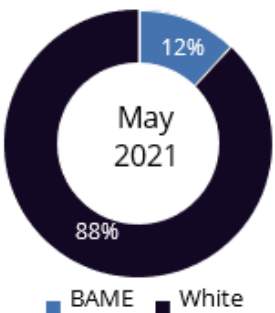


Trainees



Target 2030
n/a

■ Male ■ Female

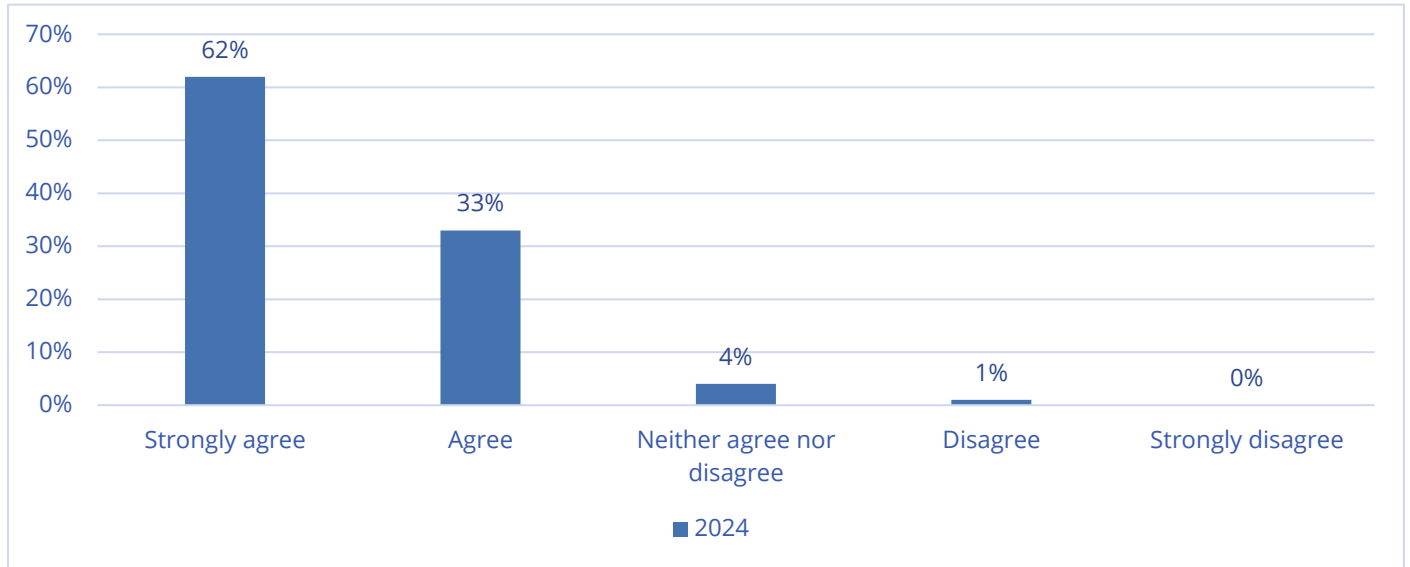


The partnership board will take responsibility for meeting these targets.

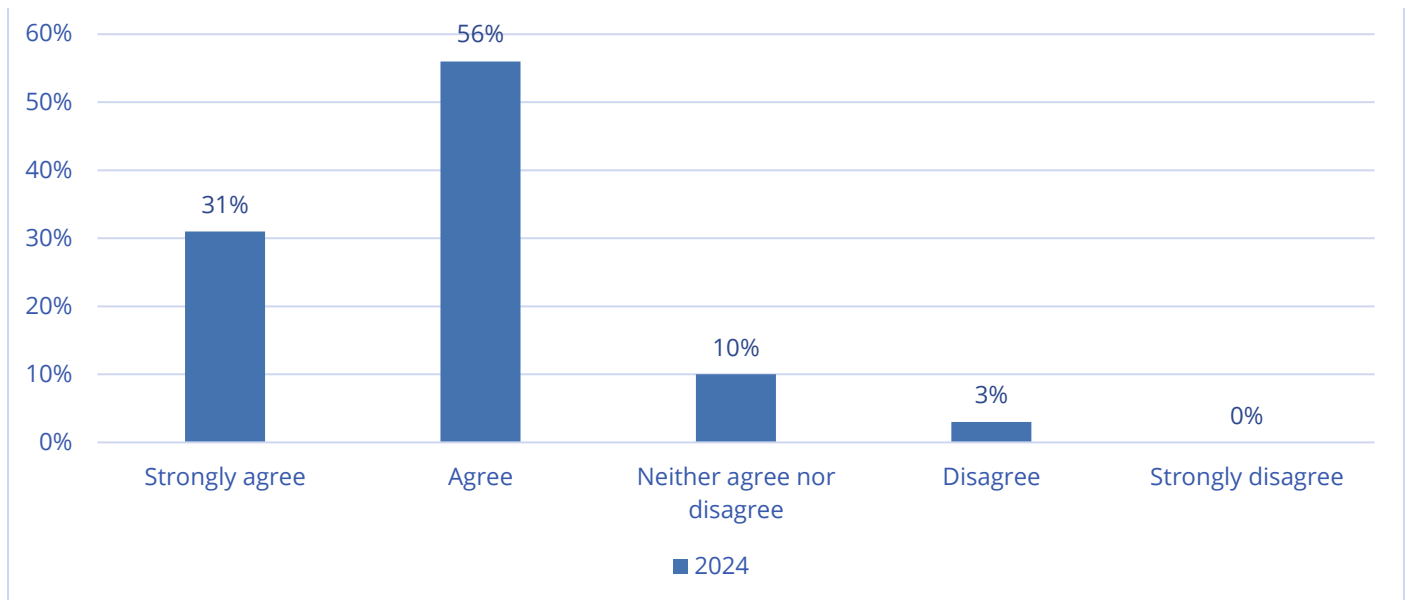
We will review, monitor and publish our progress annually.

2024 engagement survey results

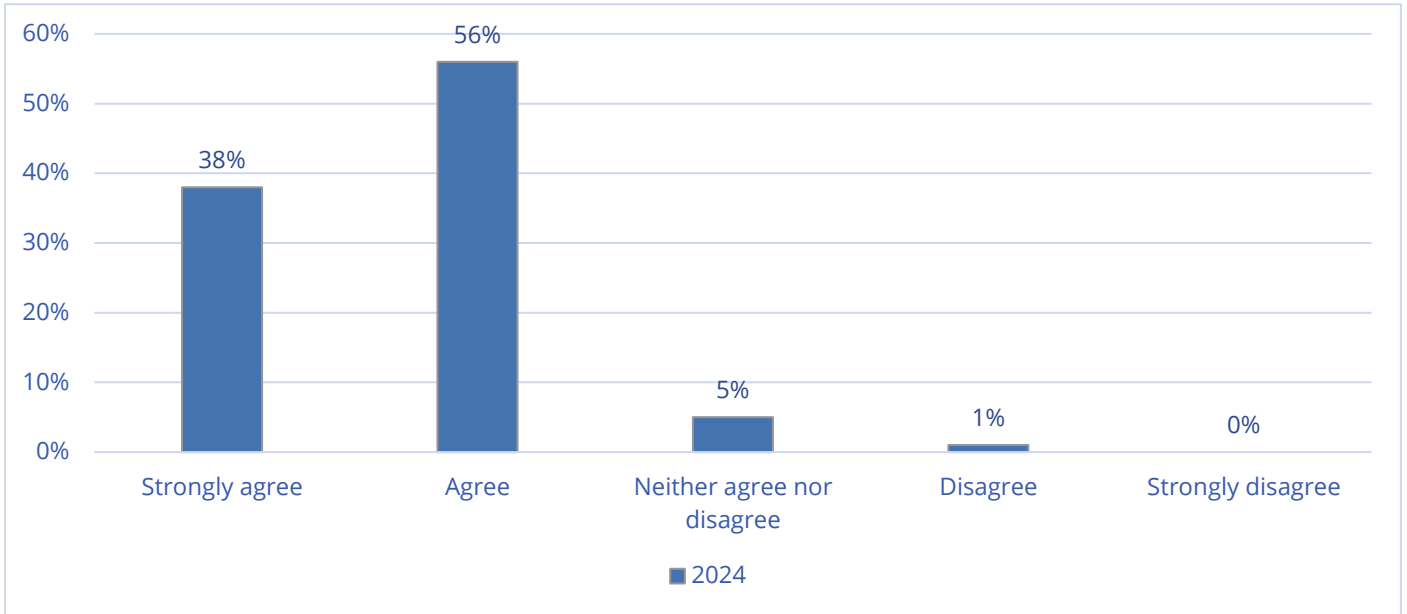
People in my department are treated fairly, regardless of their age, gender, race or ethnic origin, disability, sexual orientation



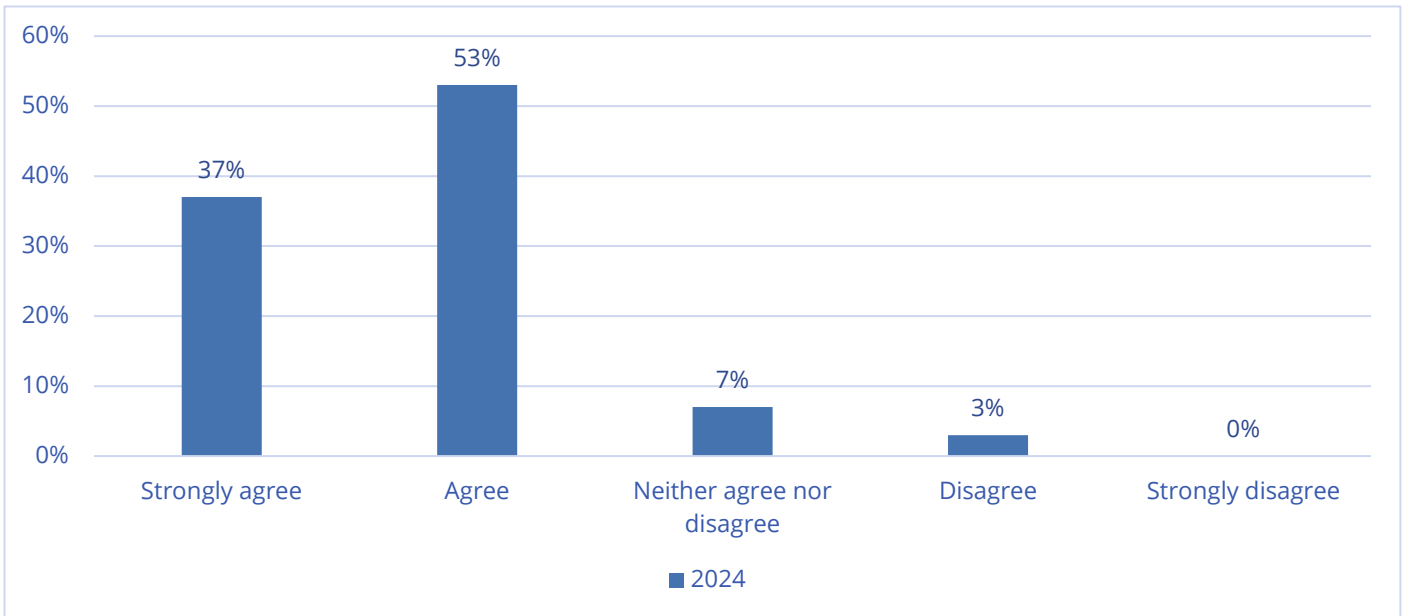
The firm demonstrates a genuine commitment to creating a diverse workforce



We have an inclusive working environment



I can be myself at work



Action plan overview

1	We became a signatory of the Black Talent Charter an organisation that seeks to build race equity for Black talent into British business, using collaboration and evidence-based solutions.
2	We are proud to be a part of the CityCentury solicitor apprentice initiative to increase the number of solicitor apprentices and improve entry and access to the sector. We welcomed our first cohort in September 2024.
3	Continued our partnership with a specialist EDI Consultancy (ENEI) to provide external advice and resources to the FW team on our strategic plan, internal policies and training to achieve our D&I purpose.
4	Accessibility: working with ENEI and our Business Development and Marketing team, we have improved accessibility of our website and social media platforms.
5	Corporate membership renewal with Black Solicitors Network to increase the firm's visibility across a wider pool of candidates and provide resources for their Grassroots programme.
6	Partnership renewal with upReach for the fifth year to support undergraduates from lower socio-economic backgrounds to access to the legal profession through 1-2-1 mentoring and Insight Days.
7	Refresh our annual D&I events calendar and quarterly newsletter ' <i>Bringing the Outside In</i> '.
8	Re-engaged with our recruiters and Executive Search firms to brief them on live roles and our commitment to a more diverse workforce.

“Diversity and inclusion are not just words on a page but an active commitment that shapes our everyday actions and decisions.”

Evie Meleagros
Partner & DE&I Group Chair

