

GENDER PAY GAP

Employer statement

February 2024

LANDER
& ROGERS



FOREWORD

At Lander & Rogers, we provide everyone with equal access to career opportunities. We believe this approach unlocks our firm's potential, boosts our performance for clients and communities we serve, and ensures a fair and balanced workplace.

We are proud to be the first Australian law firm where 50% of our partnership are women. We have a female Chief Executive Partner and Chair, and four of our eight practice groups are led or co-led by women.

Gender pay gap data is an important aspect of our commitment. While we don't pay people differently based on their gender, we still have a gender pay gap if we compare the average amount paid to a woman, with the average amount paid to a man at our firm.

This pay gap is lower than the legal industry benchmark, and we are improving, but we know that we still have more work to do. I'm confident that with focus and determination, we will achieve parity for a gender equal workplace.



Genevieve Collins
Chief Executive Partner

GENDER PAY GAP VS EQUAL PAY

What is a gender pay gap?

It is important to emphasise that a gender pay gap is the difference in average earnings between men and women in an organisation. It is not the same as women and men being paid the same for comparable work. This is equal pay, and has been a legal requirement in Australia since 1969.

Our median gender pay gap is **25%** and our average gender pay gap is **23.2%**. Whilst this is less than the legal industry average of **29%**, it is still too high. We know we have more work to do.

Legal industry average

29%

Our median gender pay gap

25%

Our average gender pay gap

23.2%

Our progress

We are pleased that our gender pay gap has been consistently reducing and is continuing to do so. As at 1 January 2024, our median gender pay gap has reduced to **20.4%**.

All employees	2020-21	2021-22	2022-23	1 January 2024
Median gender pay gap	29.5%	25.3%	25%	20.4%

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Our firm has an exceptional record of paying women and men equally for the same or comparable roles. We prioritise gender balance at all levels within our firm, and continuously learn and evolve. Our gender pay gap shows significant improvement since we first started reporting in 2019.



KEY POINTS



We have a gender pay gap and we know why

Our gender pay gap reflects the higher proportion of women than men in administrative and legal support roles and entry and mid-level legal positions. Legal support roles also make up a higher proportion of our workforce than our industry peers.

Whilst our median gender pay gap of **25%** is less than the legal industry average of **29%**, it is still too high.



Our pay gap has reduced

We know that women are benefiting from our policies, initiatives and progression opportunities. We are proud to be the first Australian law firm to reach a 50%/50% gender ratio in our partnership.

Our gender pay gap has consistently reduced since we started reporting. As at 1 January 2024, our median gender pay gap has reduced to **20.4%**.



Our legal industry comparison

We have incorporated our partners in our data. If we exclude our partners for comparative purposes with the legal industry benchmark of 29%, our median gender pay gap as at 1 January 2024 is **15.9%**.

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OUR ACTIONS

Achieving meaningful change requires a wholistic and thoughtful, coordinated approach to all policies, processes and initiatives.

*By focusing on four key areas - **inclusive leadership, flexibility, talent, and pay equity** - we have implemented targeted policies and initiatives designed to facilitate equal opportunities for all.*



We ensure a balanced pipeline of talent in recruitment, leadership development and promotion.



We embrace a fully flexible and hybrid work policy, with no mandated days or number of days in the office, ensuring we balance the needs of modern professionals with personal and professional responsibilities.



Our leaders undergo inclusive leadership training to champion diverse teams and promote practices and initiatives that foster an inclusive environment.



We removed pay secrecy clauses from our employment contracts over five years ago, and annually review our remuneration by cohort for pay equity.



We operate a no-bystanders and mandatory reporting policy for sexual harassment, and a complementary policy on personal relationships at work where they give rise to an actual or perceived conflict.



We offer a gender-neutral parental leave policy of 26 weeks paid leave and we pay superannuation on unpaid leave. We offer paid leave within 18 months of birth or adoption to encourage participation by both parents.



We provide specialised one-on-one coaching for those returning from parental leave, including their managers, to ensure a smooth transition back to the workforce.



We encourage flexibility with formal job-share and job-pair arrangements to support retention and career progression for those working less than full time. This has enabled more of our part-time workers to progress to senior roles within the firm.



Our data gathering and analysis help us see what we are doing well and where we need to take action. We are proud that the success of our initiatives is reflected in our consistently high engagement scores for employee satisfaction. In a 2023 firmwide survey:

92% Female respondents

94% Male respondents

said they were successfully able to balance work with caring responsibilities and other commitments.



Female respondents

88% of female respondents said their "manager/supervisor genuinely supports equality between genders". This positive sentiment was echoed by 91% of male respondents.

We are confident that by continuing to apply a gender lens to all our practices and policies, we will create a gender-equal workplace, which is inclusive, supportive and fair to all our people.

ABOUT US

Lander & Rogers is a leading independent Australian law firm, with over 600 people and nearly 100 partners and a leader in legal tech and innovation.

With offices in Sydney, Melbourne and Brisbane, Lander & Rogers has grown organically resulting in a highly cohesive firm focused on delivering the best law firm experience for our people, clients, and the communities in which we operate. “We believe legal services involve more than just the law – practical, commercial advice and an exceptional client experience are equally important to our clients and to us”, says Genevieve Collins, Chief Executive Partner.

Lander & Rogers advises corporate, government, and private clients in corporate transactions, insurance law, employment law, construction & infrastructure, digital & technology, commercial disputes and family & relationship law.

The firm is global in approach, working closely with a network of leading firms to provide advice to clients, both domestically and abroad. Lander & Rogers is also the exclusive Australian member of the world’s leading independent network of law firms, TerraLex.

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