



Wildflower on Oak Creek by Remy Taylor

GENDER PAY GAP EMPLOYER STATEMENT

WORKPLACE GENDER EQUALITY AGENCY

FEBRUARY 2025

KING&WOOD
MALLESONS
金杜律师事务所

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KWM'S COMMITMENT TO GENDER PAY EQUITY

KWM continues to actively work to address gender inequity within and outside our firm. We recognise that while this is a fundamental human right and regulated employer obligation, it offers additional benefits including high business performance, client satisfaction and stronger communities.

We remain focused on action with pay equity analysis being core business, we have no unexplainable like-for-like gender pay gaps for all roles and we are working to mitigate identified gaps within our control.

We have a range of measures embedded in our annual remuneration reviews, as well as ongoing hiring and promotions processes to eliminate potential gender pay variances. This forms part of our broader gender equality strategy to deliver sustainable structural and system reform.

KWM'S PERFORMANCE 2023 - 2024

SUMMARY OF KEY CHANGES AND PERFORMANCE

KWM has recorded an increase in its gender pay gap for the period 1 April 2023 – 31 March 2024 compared to the previous year. Key changes are:

- Our average total remuneration gender pay gap is 9.5%, an increase of 0.2%
- Our median total remuneration gender pay gap is 14.6%, an increase of 2.3%
- Our average base salary gender pay gap is 10.3%, an increase of 1.5%
- Our median base salary gender pay gap is 13.4%, and increase of 1.6%
- The pay gap across Legal career levels (like-for-like roles) is the same as 2023 and remains low, between 0 – 3%, some in favour of women and some in favour of men. This is not considered to constitute a pay gap by WGEA.
- Across Shared Services career levels (like-for-like roles), there is a 0 – 8% difference in the remuneration of men and women, mostly in favour of women (up 2% from 2023)
- The gap is primarily due to the majority of clerical and administrative roles being filled by women. Excluding these roles, our firm wide gender pay gap is 4% in favour of men.
- This year's increase in the gap has been caused by the employment of men (mostly retired Partners whose status has changed from partner to employed senior consultants) in specialist roles which attract high remuneration reflecting their legal expertise, seniority and market position. We are examining ways that this group can also contribute to reaching our partnership gender target of 40% women partners through acting as mentors and sponsors of women in our talent pipeline.

CONTINUED ACTION TO SUPPORT PAY EQUITY

Over the past year KWM has continued to address gender pay inequity within and outside our firm. Since [our last report](#) we have:

- Increased superannuation payments to cover paid and unpaid parental leave up to 24 months to address the gender superannuation pay gap
- Offered programs for women to build financial independence and become financially secure
- Enhanced leadership and sponsorship programs for women
- Launched a Working Carers Program and support service for people caring for older loved ones
- Introduced a new parenting program for fathers to address historic gaps in parenting support and to encourage men to take parental leave. By actively promoting men and women as equal carers through shared parental leave and support, we are narrowing the gender gap, enhancing workplace productivity, and enabling parents to be successful in their personal and professional lives.

We remain focused on action and pay equity analysis as core business, with a goal of no unexplainable like-for-like gender pay gaps for all roles and mitigating identified gaps within our control. This includes multiple measures embedded in our annual remuneration reviews, as well as ongoing hiring and promotions processes to eliminate potential gender pay variances. This forms part of our broader gender equality strategy to deliver sustainable structural and system reform.







CONTEXT TO OUR DATA

OUR FIRM

KWM is the top tier international law firm from Asia. We offer market leading services across:

 Banking & Finance	 Capital Markets	 Competition and Antitrust	 Construction
 Corporate and Commercial	 Digital Economy	 Dispute Resolution and Litigation	 Energy, Resources and Infrastructure
 Environmental, Social and Governance	 Insurance	 Intellectual Property	 International Trade
 Labour and Employment	 Mergers and Acquisitions	 Native Title	 Planning and Environment
 Private Capital	 Real Estate	 Restructuring and Insolvency	 Tax

IN AUSTRALIA, WE HAVE:

 5 PHYSICAL OFFICES	 197 PARTNERS	 872 LAWYERS <small>(EXCLUDING PARTNERS)</small>	 715 SHARED SERVICES AND SUPPORT TEAM MEMBERS
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UNDERSTANDING OUR DATA

In this report, we focus on three workforce categories based on people’s roles:

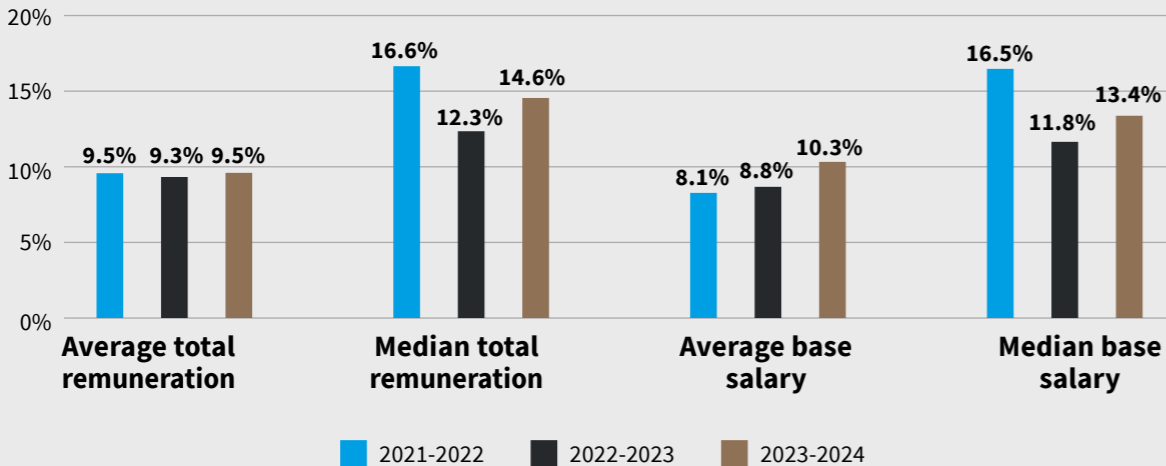
- **Legal** – this includes everyone who has a legal role such as Partners, Senior Associates, Solicitors, and Graduate Lawyers (please note Partners are not included in our gender pay gap reporting)
- **Shared Services** – there is a variety of teams in this category including People and Development, Finance, Business and Development, Technology, Applied Legal Technology, and more
- **Support** – this category is primarily made up of our Practice Assistants and Word Processing Operators who work closely with the legal teams.



WGEA ORGANISATION-WIDE PAY GAP

Each year, KWM submits data to WGEA as part of our annual compliance reporting to calculate our gender pay gap based on our workplace profile. For the period 2023-2024, WGEA has determined:

- Our average total remuneration gender pay gap is **9.5%**
- Our median total remuneration gender pay gap is **14.6%**
- Our average base salary gender pay gap is **10.3%**
- Our median base salary gender pay gap is **13.4%**



While compared to industry benchmarks KWM has a lower organisation-wide gender pay gap, we are committed to addressing pay gaps where we can, especially in light of the increase from last year’s reporting (see section 3 for drivers of our gap including the increase).

FURTHER ANALYSIS BY KWM

In addition to the WGEA analysis, twice a year we conduct our own gender pay gap analyses to review pay data in a way that meaningfully aligns with our specific organisational structure. This includes:

LIKE-FOR-LIKE ANALYSIS



Compares pay for woman and men doing the same role, or comparable work.

ORGANISATION-WIDE ANALYSIS



The difference between the average remuneration of women and the average remuneration of men across the whole organisation (legal, shared services and support).

Historically, KWM has looked at average base salary and average total remuneration gender pay gaps as part of our regular organisation-wide analyses. For the first time, WGEA's release of 2023-24 employer gender pay gaps includes both median total remuneration, median base salary and average total remuneration and average base salary gender pay gaps.

LIKE-FOR-LIKE ANALYSIS

Across our different **legal career levels**, remuneration differences are low. They vary between -3.2% and 2.6%, some favour women and some favour men.

Across **Shared Services career** levels, the gender pay gap is in favour of women in all career levels except at the most senior roles where there are a small number of unique and specialist roles.

Shared Services comparisons of roles are more complex. This is because different functions/roles attract different pay premiums in the market at the same career level. For example, men’s predominance in higher paying functional areas, such as Information Technology, impacts Shared Services analysis. We are conscious of this societal trend and monitor this area in our work.

ORGANISATION-WIDE ANALYSIS

FINDING THE ORGANISATION-WIDE PAY GAP...

We look at every base salary of every woman and calculate the average women's base salary

Then we do the same for men's base salaries

The final step is to compare the women's average base salary with the men's average base salary and express the difference as percentage

The organisation-wide analysis means counting and comparing all legal, shared services, and support roles (excluding Partners). This analysis looks at the difference between the average men's and women's base salaries.

Our organisation-wide pay gap for 2024 is 10.3% in favour of men (base salary).

	KWM 2023	KWM 2024
Organisation-wide	9%	10.3%



DRIVERS OF OUR GAP

WHY WE HAVE AN ORGANISATIONAL-WIDE GENDER PAY GAP

The significant driver of KWM's pay gap still comes from a segment of our workforce being employed in traditional feminised clerical and administrative roles. These attract lower market value pay than other roles in the firm. This is an issue across the legal industry and is not unique to KWM.

Our clerical and administrative employee group comprises 100% women. These roles are paid less than the average KWM role, but commensurate with required skills qualifications and pay levels in the external market when recruiting.

Internal analysis shows that if we exclude clerical and administration roles, our organisation-wide pay gap is 4% in favour of men (base salary) and 3.2% in favour of men (total remuneration).

Our ability to close our organisation-wide pay gap remains heavily contingent on recruiting far greater numbers of men into clerical and administrative roles. This is a significant challenge when operating within a recruitment market influenced heavily by societal factors and occupational segregation where women make up the majority of available candidates.

This year's increase in the gap has been caused by the employment of men (mostly retired Partners whose status has changed from partner to employed senior consultants) in specialist roles which attract high remuneration reflecting their legal expertise, seniority and market position. We are examining ways that this group can also contribute to reaching our partnership gender target of 40% women partners through acting as mentors and sponsors of women in our talent pipeline.

ACTIONS TO ADDRESS THE GAP

KWM has actively worked to remediate the gender pay gap through annual remuneration reviews, the introduction of our People Value Proposition, review of employee benefits, and significant leadership and advocacy (See [KWM Gender Pay Gap Employer Statement 2024](#)). The following actions are specifically being taken to address this year's gap:

- Examination of employment arrangements to identify improvement measures
- Engaging with recruitment agencies to reinforce our desire to seek men for clerical and administrative roles and women for higher paying roles across the firm
- Reviewing our leadership, promotion and retention programs and processes to ensure women are enabled to progress into more highly remunerated roles
- Engaging with the Women in Tech Working Group to attract more women into Technical Services.





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We help our clients manage their risk and enable their growth. Our full-service offering combines un-matched top tier local capability complemented with an international platform. We work with our clients to cut through the cultural, regulatory and technical barriers and get deals done in new markets.



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