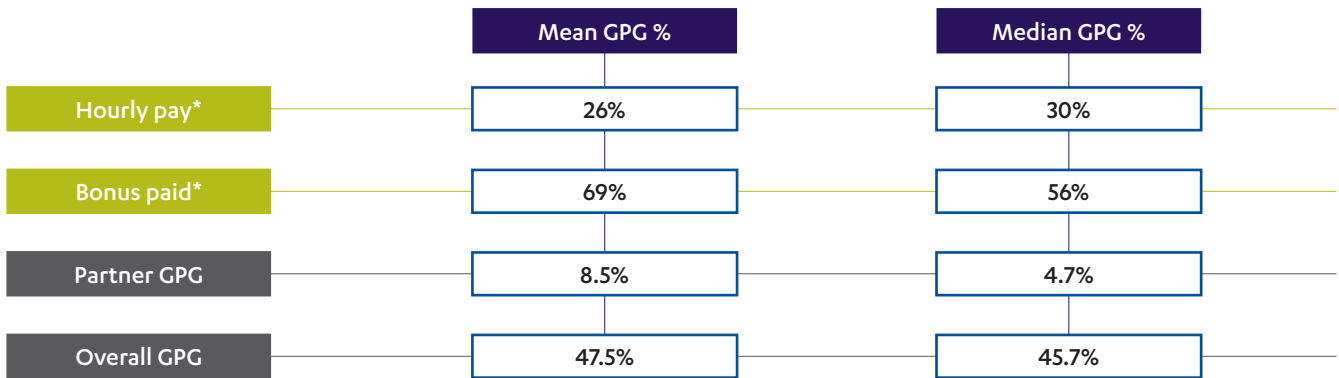


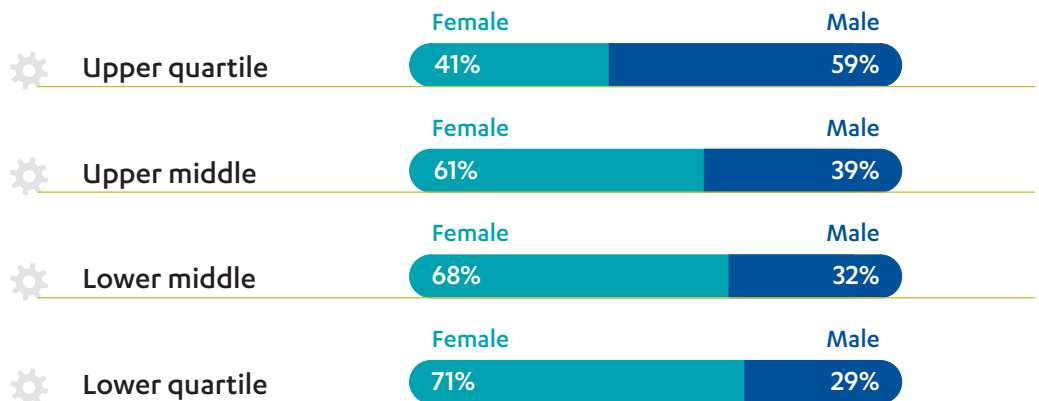


Our UK gender pay gap report for 2017

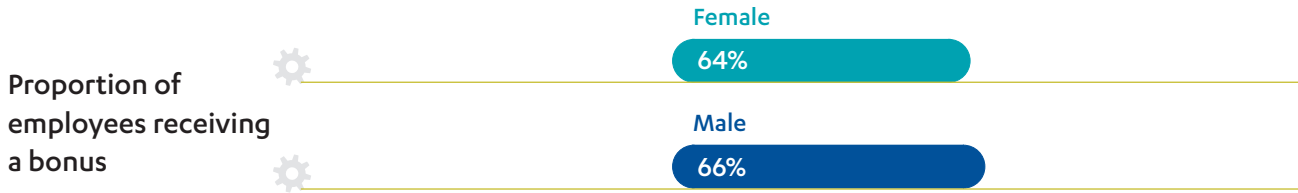
We welcome the measurement and transparency that the UK Government's gender pay gap regulations bring, and are committed to making like-for-like improvements every year. At RPC, we work hard to ensure that all of our employees are treated fairly and equally. Like most in our sector, the gap between what women and men are paid on average across all parts of the business is larger than we would like it to be.



Our overall GPG exists principally because on average men and women are distributed differently across the business, with more men employed in senior positions across the UK and more women in administrative/support roles, for example our secretarial population is 98% female. Inevitably this creates a wider pay gap than we would hope to see. Amongst our lawyer population (excluding Partners), the median and mean gaps are more encouraging, at 19% and 14% respectively. And looking at our Associates, the gap narrows further to 7% and 6% respectively. We are totally committed to closing the gaps as quickly as possible.



*without Partners



We have already put into place a number of initiatives to address GPG at RPC.

Over the last few years we have:

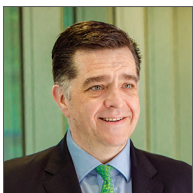
- systematically reviewed all of our people processes
- led the way with our enhanced maternity and shared parental leave packages
- been successful in achieving a culture of flexible working
- developed a coaching programme for new parents and their managers.

We are now focussing on:

- ensuring gender balance in our succession planning
- introducing a gender balanced sponsorship and development programme for high performing Associates
- introducing a new I&D management structure, taskforce, and associated work streams.

We are pleased with what we’ve achieved so far but recognise we have further to go.

We confirm the data reported here is accurate and meets the requirements of the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017.



James Miller
Managing Partner



Rachel Street
People & Talent Development Director