



UK Gender Pay Gap Report 2026

At Debevoise & Plimpton LLP, we are committed to fostering an inclusive environment where all individuals can thrive, develop their careers, and contribute to the Firm's long-term success. Our focus is on attracting, developing, and retaining exceptional talent while strengthening collaboration and connections across our global offices.



Alan Davies
Managing Partner



Salma Aftab
Head of HR

Context

Debevoise employed 260 employees (111 men and 149 women) at the snapshot date. Gender pay gap calculations are based on 256 full-pay employees. For example, all associate salaries in the London office are based on a policy that lawyers at the same class level are paid equally. Further, all associates are eligible for a bonus based upon the same criteria consistently applied. Our gender pay gap reflects the distribution of men and women across different roles and levels of seniority within the Firm, rather than unequal pay for individuals performing the same role. The analysis shows that, within many comparable groups, pay is at or close to parity and, in some cases, favours women. For example, women earn more than men on average within the Junior Staff (-12.9% mean pay gap), Senior Staff (-13.4% mean pay gap) and Counsel (-2.0% mean pay gap) populations. Similarly, pay is at parity across most individual associate qualification years. The overall reported gender pay gap is principally driven by the concentration of women in business support roles and men in more senior positions. In particular, the Firm's secretarial population, which is all female, has a material impact on the overall gender pay gap as the median pay and bonus gap percentage results from comparing the pay and bonus of a secretary to that of a lawyer.

Methodology

All UK companies with 250 or more employees must report their gender pay gap data including:

- The percentage of men and women in each hourly pay quartile;
- The mean and median gender pay gap for hourly pay;
- The percentage of men and women receiving bonus pay; and
- The mean and median gender pay gap for bonus.

Approach

We are committed to closing the gap and continue to develop programmes targeted at attracting, retaining and promoting female talent into more senior roles, in addition to looking for opportunities to attract male talent into our more administrative roles. We continue to invest in initiatives that support our people throughout their careers, including:

Family-Friendly Policies

We offer enhanced paid parental leave for all employees. To further support working parents, we partner with an external provider to offer parental leave coaching and resources that help employees successfully navigate the transition to and from leave.

Professional Development

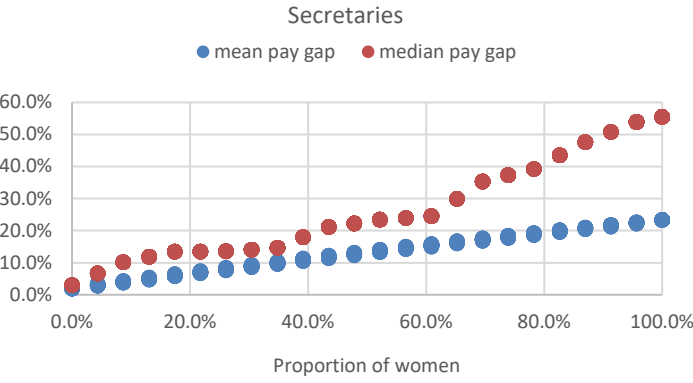
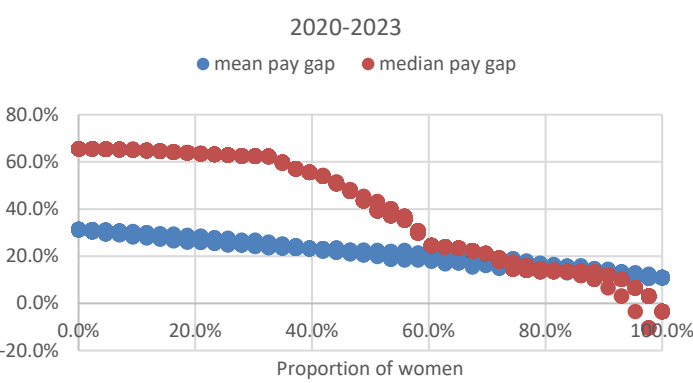
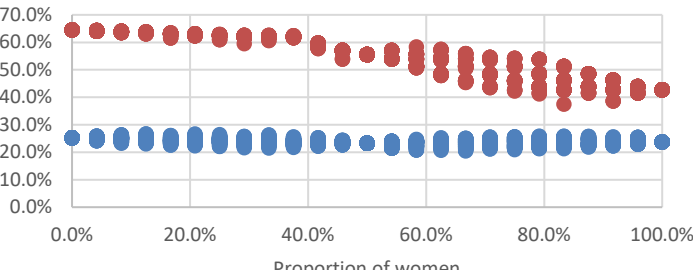
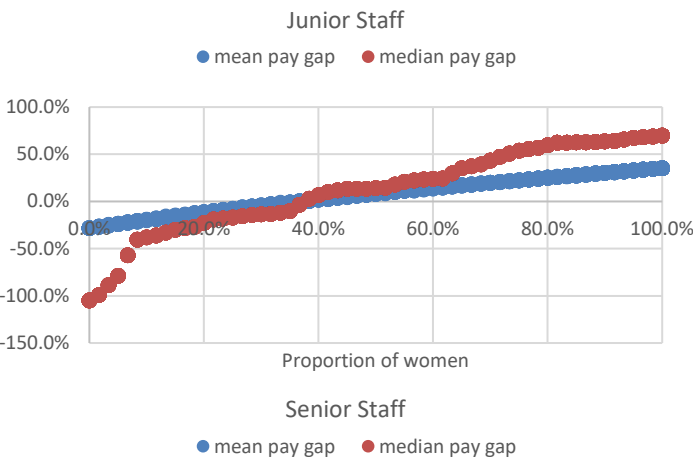
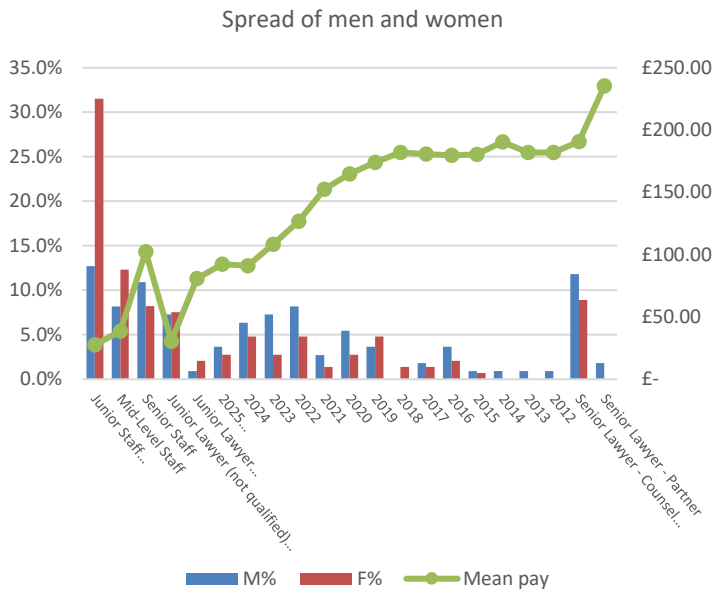
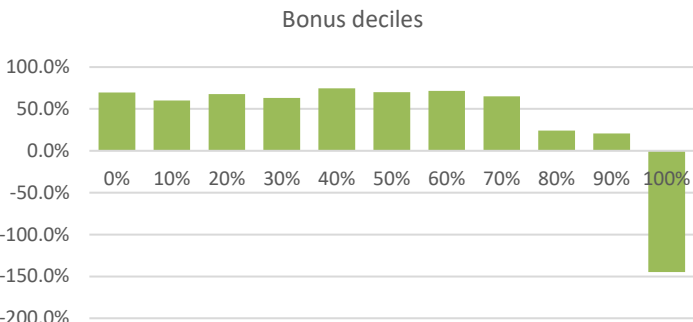
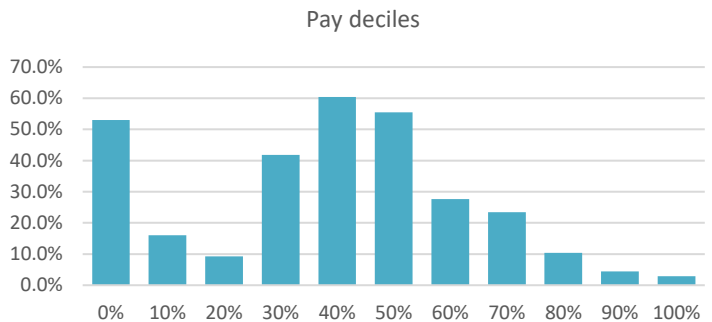
Our professional development programmes provide lawyers with access to partner mentoring, coaching, and tailored career development opportunities designed to strengthen professional skills, support career progression, and foster long-term success at the Firm.

Community and Wellbeing

We regularly host events and initiatives that promote collaboration, inclusion, and wellbeing across the Firm. These programmes encourage engagement within our global community and support the health, wellbeing, and professional fulfilment of our people.

Declaration

We confirm the information and data reported are accurate and comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



	2026
Mean gender pay gap	23.3%
Median gender pay gap	55.5%
Mean bonus gap	34.4%
Median bonus gap	70.0%
Proportion of men receiving a bonus	92.8%
Proportion of women receiving a bonus	94.0%
Lower quartile (percentage women)	71.9%
Lower-mid quartile (percentage women)	60.9%
Upper-mid quartile (percentage women)	46.9%
Upper quartile (percentage women)	48.4%

KEY DEFINITIONS

- Mean gender pay gap: difference in average hourly pay.
- Median gender pay gap: difference in midpoint hourly pay.
- Mean and median bonus gaps compare bonus awards.
- Gender pay gap reporting is distinct from equal pay. Equal pay relates to men and women being paid equally for equal work regardless of gender.