

# GIBSON DUNN

## 2025 UK Gender Pay Gap Report

Gibson Dunn is committed to ensuring that our employee pay practices remain fair, transparent and consistent, regardless of gender.

In the London office this includes, among other things, maintaining equal base salaries for all associates within the same class level. In addition, associate bonus awards are determined using a single set of criteria that are applied consistently across the group.

The scope of this dataset includes all lawyers (aside from partners), paralegals, trainees, and staff as of **5 April 2025**.

We confirm the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Osma Hudda**  
Co-Partner in Charge



**Rob Carr**  
Co-Partner in Charge

### Employee Gender Pay Gap Data

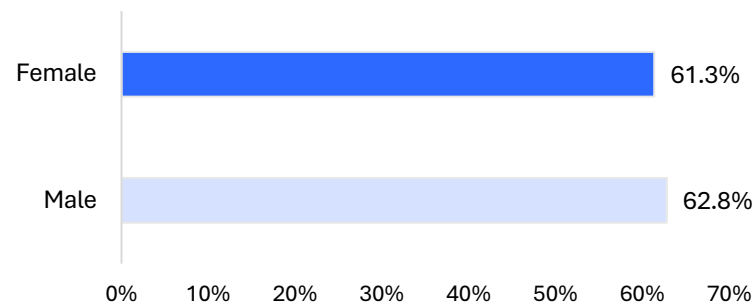
Hourly Pay	2025
Mean	3.0%
Median	-4.4%

*Using Mean, women earned 3% less than men.  
Using Median, women earned 4.4% more than men.*

Bonus Pay	2025
Mean	13.5%
Median	15.1%

*Using Mean, women received 13.5% less bonus than men.  
Using Median, women received 15.1% less bonus than men.*

### Employees in Receipt of Bonus



### Employee Pay Quartiles

Quartile	Women	Men
Upper Quartile	54.8%	45.2%
Upper Middle Quartile	65.1%	34.9%
Lower Middle Quartile	41.3%	58.7%
Lower Quartile	69.8%	30.2%

### Definitions

**The Act:** The Equality Act of 2010 (Gender Pay Gap Information) Regulations 2017 requires the Firm to report gender pay and bonus gaps in the London office across all employees on a blended basis.

**Mean Gender Pay Gap:** The difference between the average hourly pay for men and women in the London office, expressed as a percentage of men's average hourly pay.

**Median Gender Pay Gap:** The difference between the median hourly pay for men and women in the London office, expressed as a percentage of men's median hourly pay.