

Gender Pay Gap Report

Brooks Macdonald Group is pleased to publish its Gender Pay Gap Report for the reporting period ended 5 April 2019.

The Group has one employing entity with over 250 employees, Brooks Macdonald Group plc (BMG). In line with previous years, we have chosen to also publish gender pay gap information at a Group level covering all our UK employees, including BMG, to provide transparency and to demonstrate our commitment to improving our gender diversity.

Statement of the HR Director

“We continue to support the legislation requiring businesses to publish their gender pay data, believing it reinforces the need for addressing gender diversity issues and giving an opportunity to reflect on our progress in reducing our own gender pay gap.

The Group has undergone a large amount of change over the last 12 months in line with our strategy and this has impacted our gender pay gap figures.

We are pleased to report that although our bonus gap has increased, we have seen an improvement in all other gender pay gap measures, including a reduction in our mean hourly pay gap from 46.0% to 43.4% and a reduction in our median hourly pay gap from 42.1% to 39.8%. This continues the

downward trend since we first reported in 2018, with a gradually but consistent reduction each year. We acknowledge however that our gender pay gap remains too wide and we remain focused on activities to narrow it.

We have made significant progress around the actions we committed to in our last report. These have included partnering with City Hive, an organisation whose singular focus is to ensure greater equality, diversity and inclusion with the investment management industry. We have also evolved our recruitment processes to ensure we have gender-balanced shortlists and gender-balanced interview panels.

We regularly review pay across the Group to make sure we reward our people equally and fairly for the same role, regardless of gender, and our Executive Team continues to treat diversity as an important issue.

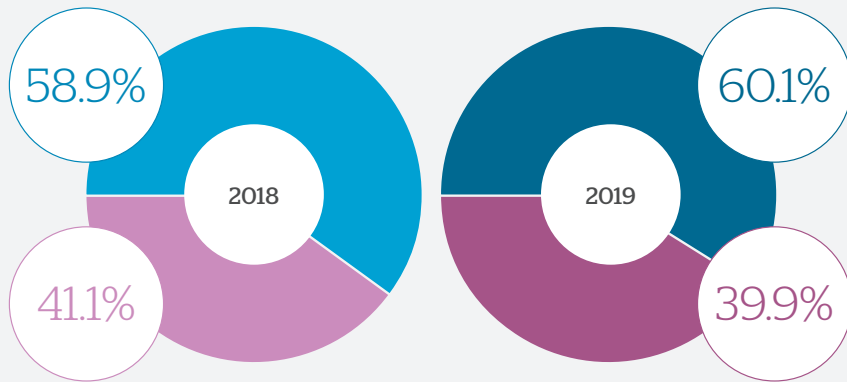
I confirm that the information we have published both here and on the government website is accurate.”

Tom Emery
HR Director

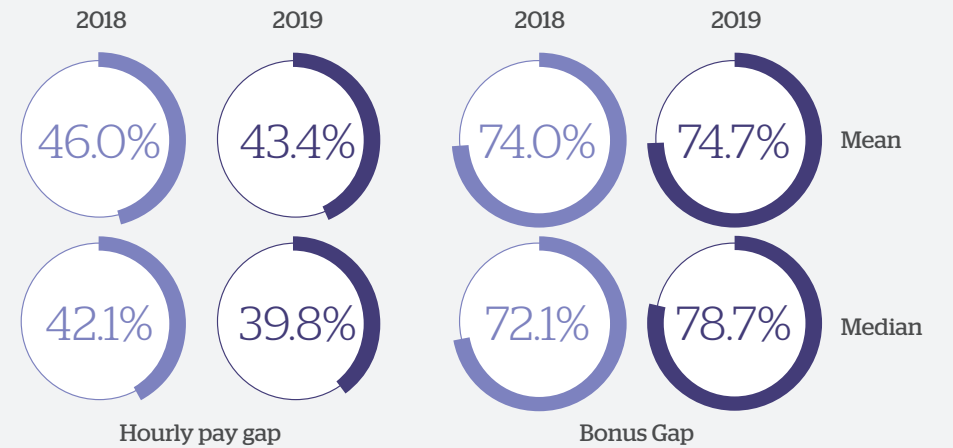


(All UK employees within Brooks Macdonald Group, including BMG)

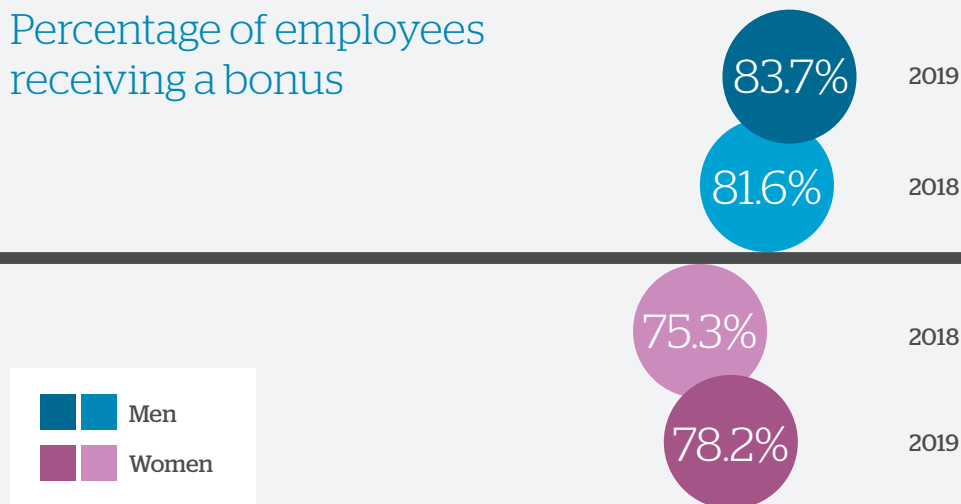
Workforce Split



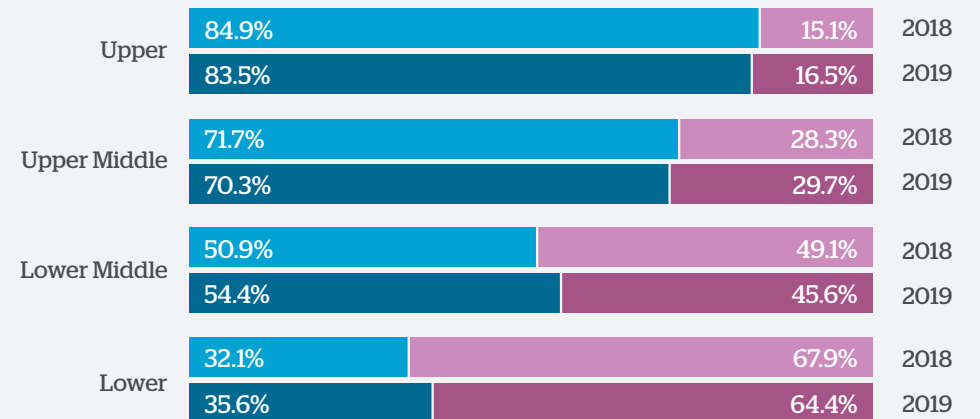
Gender pay gap



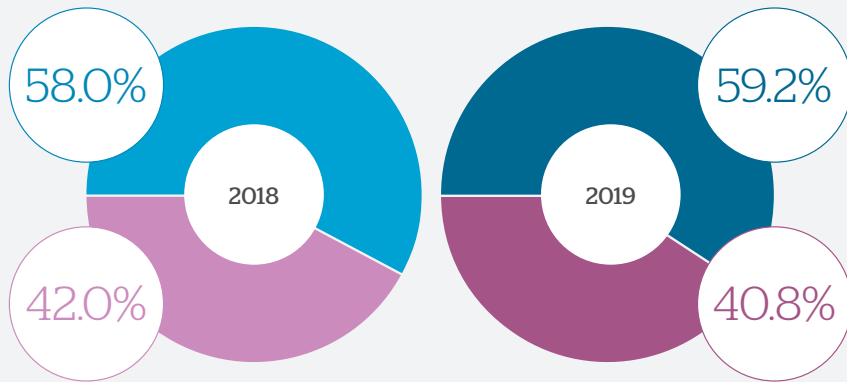
Percentage of employees receiving a bonus



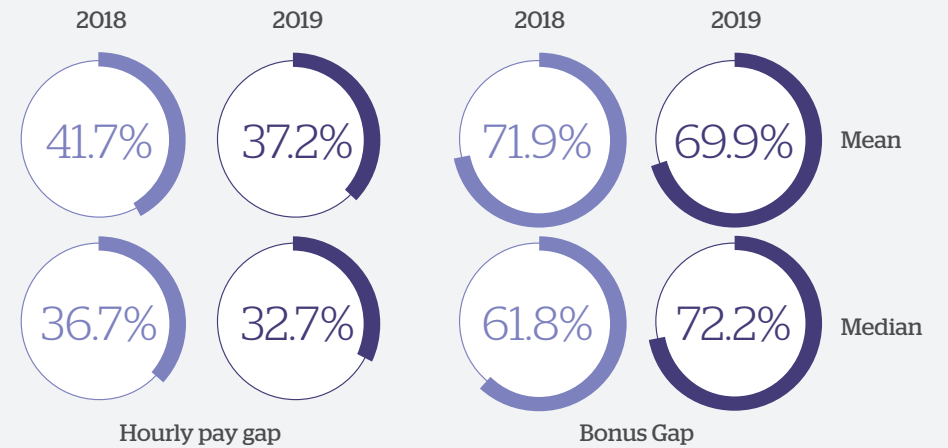
Quartiles



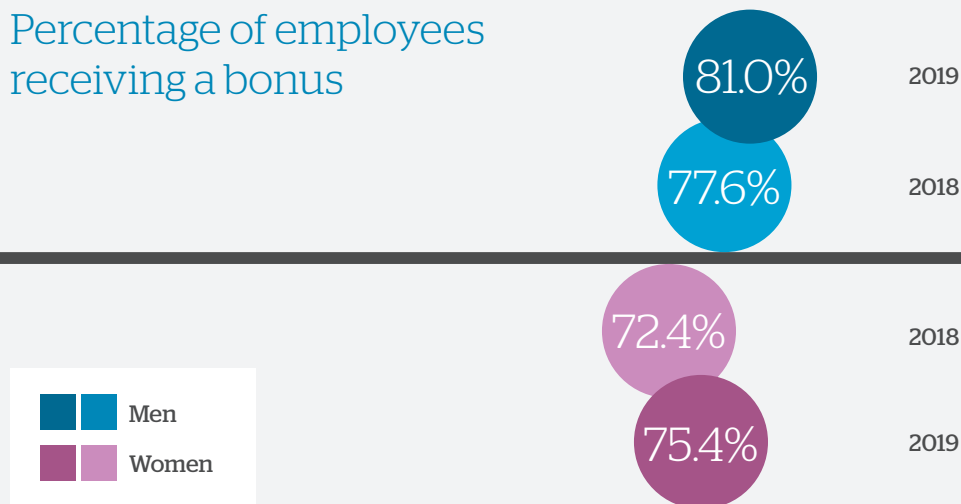
Workforce Split



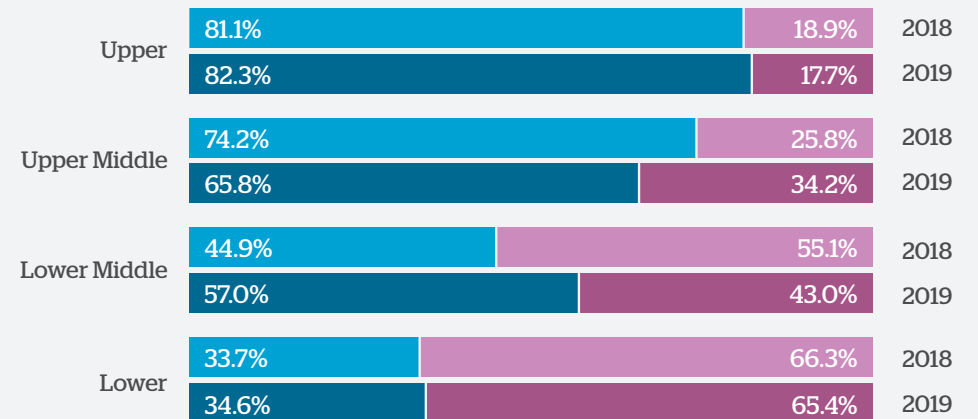
Gender pay gap



Percentage of employees receiving a bonus



Quartiles



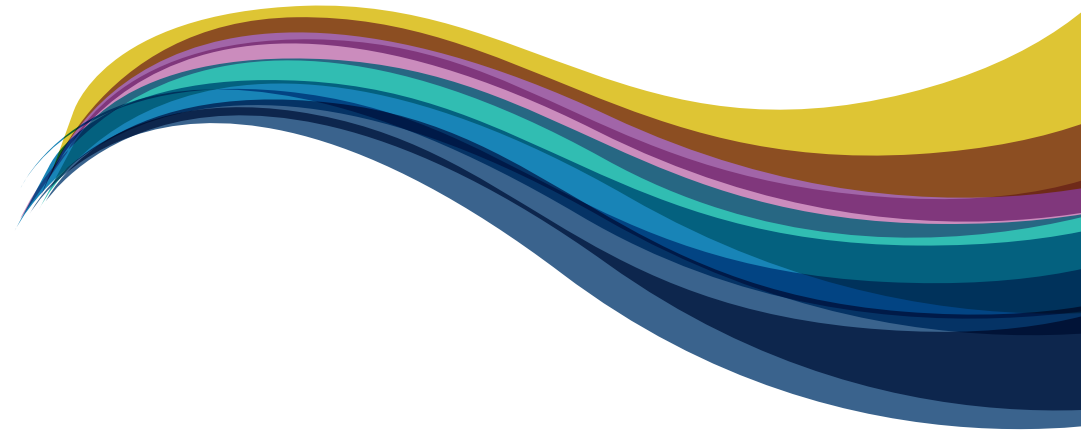
Diversity and inclusion is a key focus for the Group and we continue to take positive actions to reduce the gender pay gap.

We recognise that while we do not have an equal pay issue for men and women in the same roles, we still employ considerably more men than women in senior roles. Our lower paid junior roles are skewed towards females, which impacts our gender pay gap.

Over the last 12 months we have made good progress in our actions to reduce our gender pay gap:

- > We are signatories to the Women in Finance Charter and committed to increasing the number of females in senior roles. Even though there is still significant progress required to achieve our target, we have recruited a number of women into senior roles, including key Investment Management and Financial Planning roles as well as in Distribution, Finance, and Investment Services.
- > We are proud to be a founding partner with City Hive whose singular focus is to ensure greater equality, diversity and inclusion within the investment management industry. We have enrolled high performing female employees on their flagship City Stars programme which is designed to upskill mid-career talented and ambitious women. The programme focuses on developing key soft skills that will help with workplace effectiveness.

“These actions represent our commitment to the advancement of women in senior management positions within financial services and, more generally, our commitment to deliver a more equal, inclusive and diverse workplace at Brooks Macdonald.”



- > We partner with Talking Talent, a global organisation who are helping us develop a maternity returners programme. The programme is designed to help new parents experience a smooth and successful journey into parenthood, and in turn help them return to work.
- > We have evolved our recruitment processes to ensure we have gender-balanced shortlists and gender-balanced interview panels for all vacancies and will roll out Diversity & Inclusion training during 2020.
- > We continue to develop our approach to flexible working and encourage different types of working styles, patterns and remote working.
- > We continue to hold our most senior leaders accountable for their gender diversity objectives which are linked to their remuneration.
- > We partner with Investment 2020, who support us with helping to bring in more diverse talent into the Group at entry level. We are in the second year of our partnership and have already started to see the benefits of bringing in more diverse talent across the organisation.

There is more to do, and that's why we feel that now is the right time to explicitly focus on building a strong and diverse pipeline, helping more women progress up the finance career ladder. By focusing on the Next Generation, we can help women develop their careers, move into more senior positions and, importantly, reach their full potential.

These actions represent our commitment to the advancement of women in senior management positions within financial services and, more generally, our commitment to deliver a more equal, inclusive and diverse workplace at Brooks Macdonald. We will continue to identify, develop and implement initiatives to improve our gender diversity across the Group over the coming year and reduce our gender pay gap.