

Gender Pay Gap Report 2020



April 2021

Brooks Macdonald Group is pleased to publish its Gender Pay Gap Report for the reporting period ended 5 April 2020.

Following changes to simplify our legal entity structure in July 2019, the Group has one employing entity with over 250 employees, Brooks Macdonald Asset Management (BMAM), where previously this was Brooks Macdonald Group (BMG).

As in previous years, we've chosen to also publish gender pay gap information at a Group level covering all our UK employees, including BMAM, 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 to improve gender diversity and gives an opportunity to reflect on our progress in reducing our own gender pay gap.

We are pleased to report that we have seen an improvement across most of our gender pay gap measures. Our mean hourly pay gap has reduced by 7.9% and our mean bonus pay gap by 7.7%, continuing the downward trend from previous years. Our median hourly pay gap has however increased slightly over the reporting period.

We acknowledge that despite our progress, our gender pay gap remains too wide and we continue to focus on activities to narrow it.

We regularly review pay across the Group to make sure we reward our people fairly for like roles, regardless of their gender, and our Executive team treats diversity as an important issue.

We're committed to nurturing an inclusive culture that values a balanced and diverse workforce and have a number of actions and initiatives to support our aim. These include ensuring our approach to recruitment is inclusive and encourages diversity, supporting employees with families through enhancements to our family leave policies, and using the opportunities provided to us by the COVID-19 pandemic to promote more flexible ways of working.

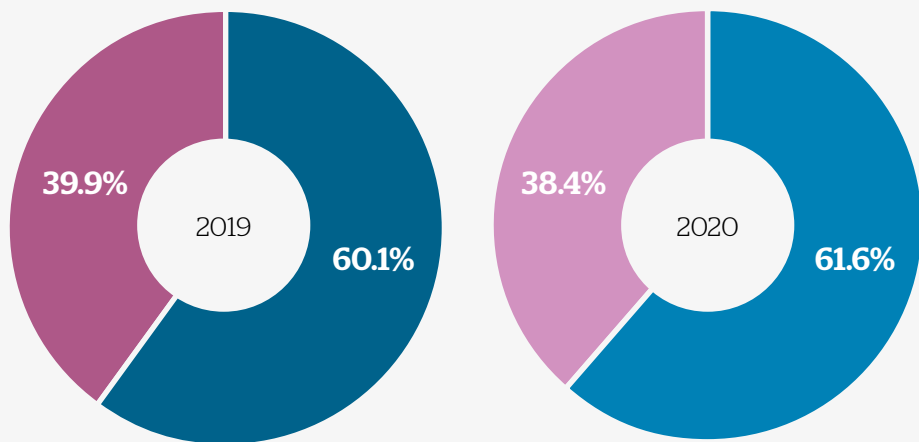
Through our partnership with Investment 20/20 we have taken on a further cohort of diverse trainees, and we're also developing our graduate trainee scheme so it attracts diverse candidates. We continue to deepen our partnerships with City Hive, LGBT Great, Investment20/20 and Talking Talent, and are working with our internal BM D&I group to harness the experience and passion of its members.

Tom Emery
HR Director

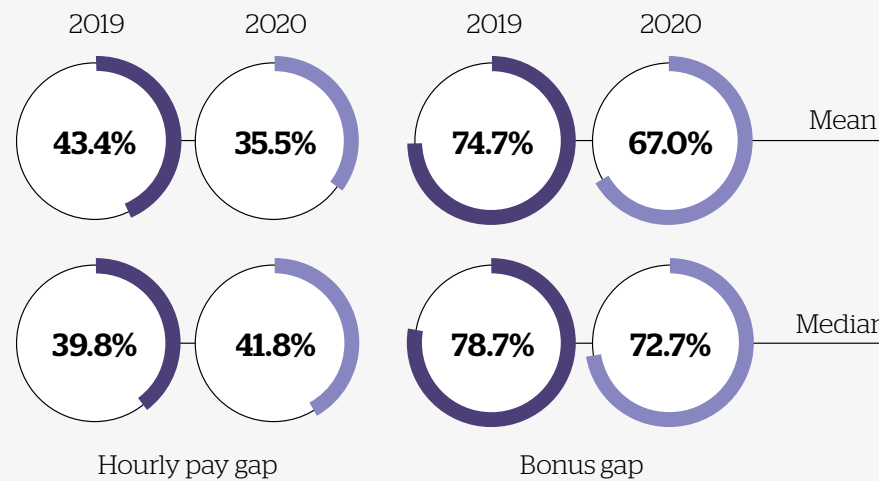
I confirm that the information we have published both here and on the government website is accurate.



Workforce split



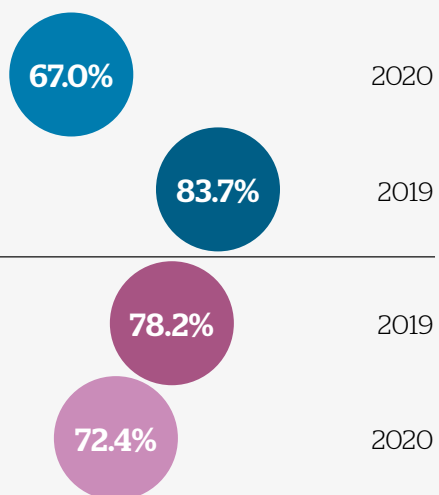
Gender pay gap



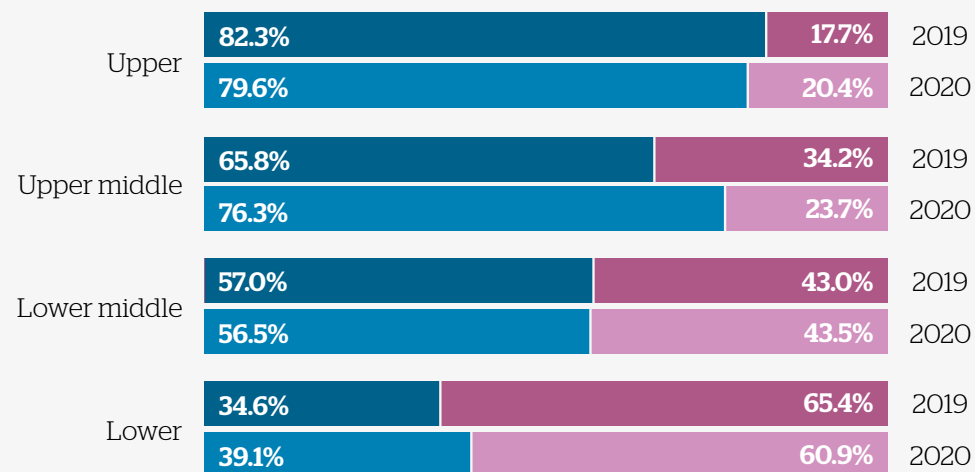
Group

All UK employees within Brooks Macdonald Group, including BMAM

Percentage of employees receiving a bonus

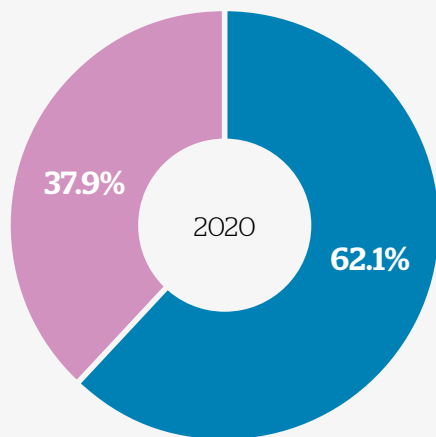
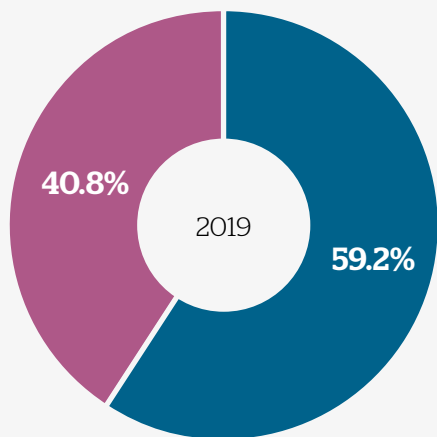


Quartiles

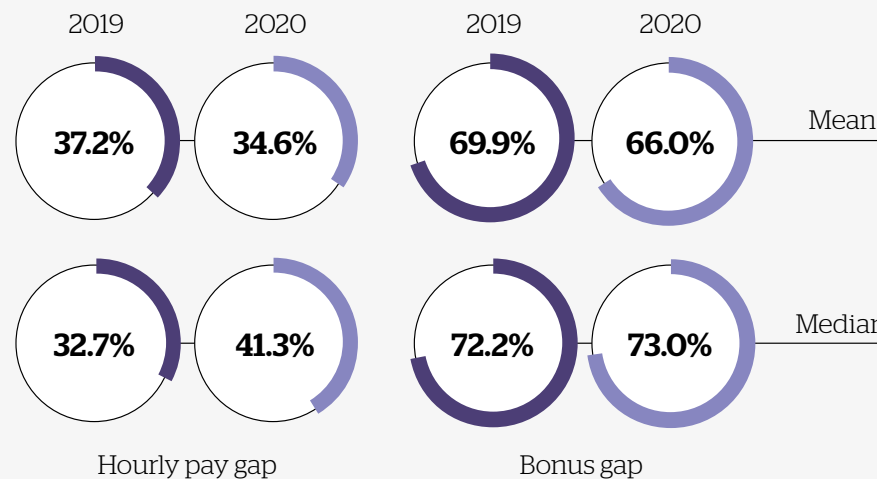


Workforce split

Men
Women



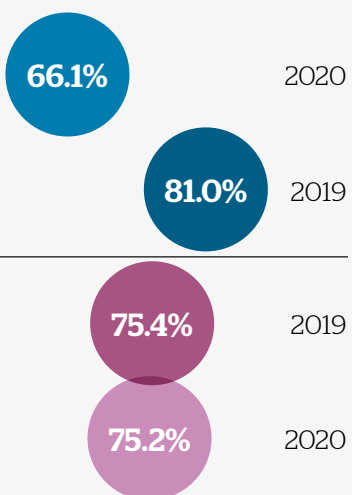
Gender pay gap



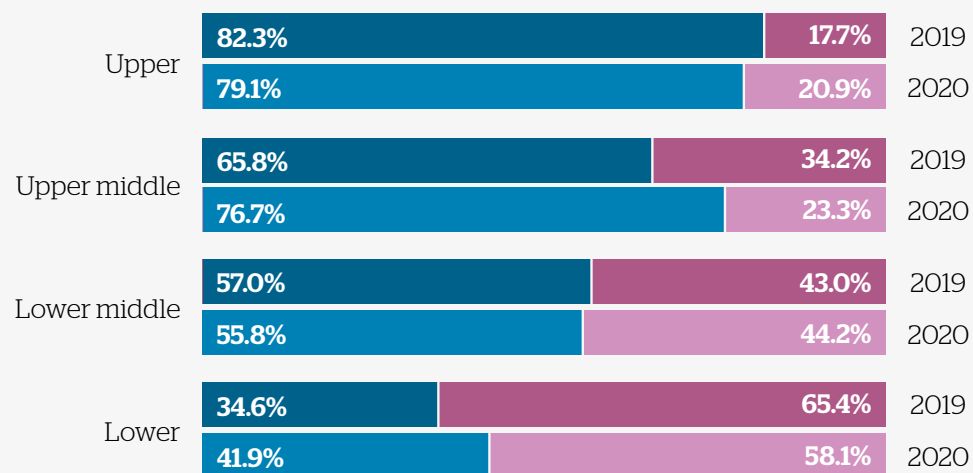
Brooks Macdonald Asset Management (BMAM)

Statutory reporting entity for 2020 (Statutory reporting entity for 2019 was BMG)

Percentage of employees receiving a bonus



Quartiles



Diversity and inclusion

Diversity and inclusion is a key priority for the Group and we continue to take positive action to reduce the gender pay gap. Over the last 12 months we have made good progress:

- > Our policies and procedures have been reviewed to ensure they are fully inclusive, promote diversity, and drive the right behaviours and culture.
- > As part of our commitment to gender balance, we are proud to be signatories of the Women in Finance Charter. This charter is a commitment made by HM Treasury and signatory firms to work together to build a more balanced and fair finance industry in the UK. By signing the charter we have pledged to promote gender diversity, setting internal targets for the number of females in senior roles. While there is still progress required to achieve our aims, during the reporting period we recruited a number of women into senior roles, including Deputy Head of Finance, Business Management Director and Marketing & Communications Director.
- > Our continuing relationship with City Hive - an independent organisation which partners with companies across the investment management industry to help create a more diverse corporate culture - demonstrates our commitment to closing gender pay gaps, improving diversity at every level and supporting positive change across the Investment Management industry.
- > Our partnership with Talking Talent provides coaching to all employees going on extended family leave. Their coaching programme helps new parents experience a smooth and successful journey into parenthood and, in turn, helps them return to work.

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

Continued...



- > Our approach to recruitment is aimed at broadening our candidate pool. We want to attract the best candidates irrespective of gender, ethnicity, sexual orientation, disability or any other factor. We continue to mandate gender-balanced shortlists and gender-balanced interview panels for all vacancies.
- > Our approach to flexible working encourages different types of working styles, patterns and remote working. The COVID-19 pandemic has offered new opportunities to support employees with families and we have given working parents as much flexibility as possible while they have managed the challenges of lockdown and home

schooling. Looking to the future, we're evolving our working practices for the post-pandemic world so that we continue to be an organisation that supports different working styles and personal commitments.

- > Our pledge to promote gender diversity means that the pay of the senior executive team is linked to our internal targets on gender diversity.
- > Our partnership with Investment20/20 has been further strengthened and they continue to support us to bring in more diverse talent into the Group at entry level. In January 2021, we took on our third cohort of diverse, talented individuals through their trainee programme.

Our aim is to create an environment where everyone feels valued and we consider all aspects of diversity and inclusion. We welcome the many advantages of a diverse employee base and we strive to look beyond established routes for talent. We're delighted to be welcoming two interns to Brooks Macdonald as part of the first #100BlackInterns initiative.



For more information please visit
brooksmacdonald.com



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