

Gender Pay Report 2017

Employers in the UK with more than 250 staff are required by law to publish the following information annually on their own website and on a government website:

- Their mean and median gender pay gap
- Their mean and median bonus gender pay gap
- The proportion of men and women receiving a bonus payment
- The proportion of men and women in each quartile of the pay structure

Pay and bonus

Difference between men and women

Hourly rate of pay	
Mean	31.0%
Median	8.4%

Bonus paid	
Mean	67.5%
Median	22.6%

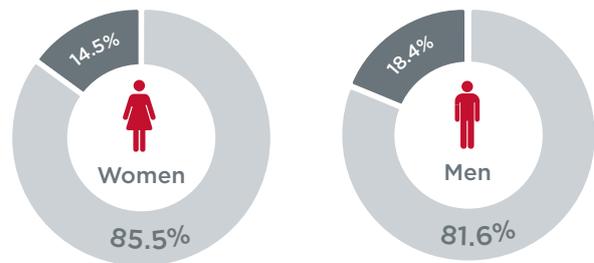
The mean is the average hourly rate of pay (or bonus pay paid during the relevant period) for all staff.

The median is the middle value when the hourly rates of pay of all staff (or bonus payments paid in the relevant period to all relevant staff) are listed in numerical order.

By identifying the wage of the middle earner, the median is a good representation of the 'typical' gender difference - the difference in median pay at AJ Bell is low compared to most financial services companies.

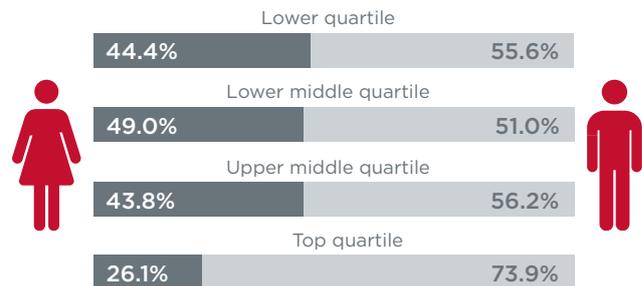
Our mean gender pay and bonus gap figures are in common with most financial service companies and reflect the gender profile of our work force and the higher number of men in senior roles than women.

Proportion of staff awarded a bonus



A larger proportion of women than men received a bonus for their performance in the year 2016/2017.

Proportion of staff in each pay quartile



We are confident that men and women are paid equally for doing equivalent jobs across our business, and that our pay gap is driven primarily by the structure of our workforce at a senior executive level, the composition of which has been stable for several years.

In keeping with our Guiding Principles, we will continue to evaluate the effectiveness of our HR practices so that we do not disadvantage anyone. In particular, in relation to how we attract, select and develop our staff ensuring they have the support that they need to realise their potential at AJ Bell.