

Gender pay report 2020

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; and
- the proportion of men and women in each quartile of the pay structure.

Pay and bonus (April 2020 data)

Difference between men and women

Hourly rate of pay		Bonus paid	
Mean	29.0%	Mean	62.8%
Median	13.5%	Median	12.7%

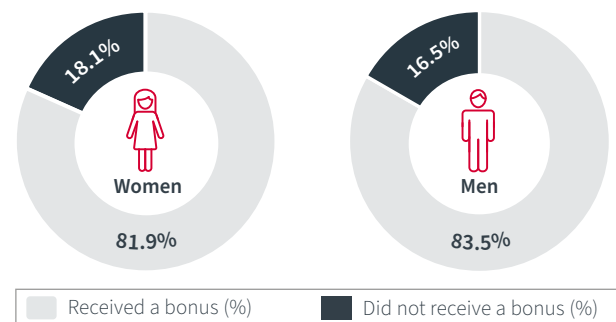
The mean is the average hourly rate of pay (or bonus pay paid during the relevant period) for all staff.

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.

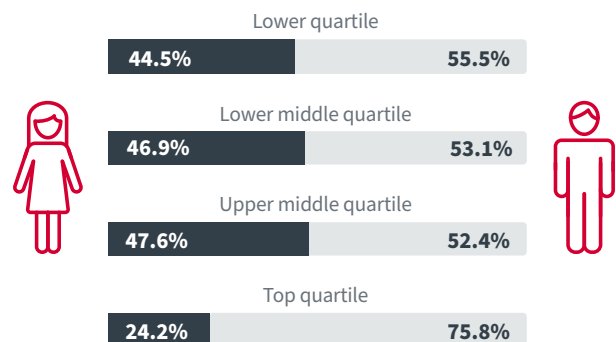
Whilst the method of calculation has changed this year to take account of salary sacrifice benefits (as advised by the Government Equalities Office) and is not therefore directly comparable to the previous year's data, we still saw an increase in our mean and median pay figures in 2020.

Since that time, we have made real progress in addressing the gender profile of our workforce which - in common with most financial service companies - has traditionally seen a higher number of men in senior roles than women.

Proportion of staff awarded a bonus



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 this snapshot of our gender pay data does not reflect the real progress we have made in supporting a diverse and inclusive workplace.

We have recently welcomed three new female Non-executive Directors to our Board, further strengthening its diversity and skillset. The intention is that one of them, Baroness Helena Morrissey, will succeed as our Chair at our next AGM (expected in January 2022), subject to regulatory and shareholder approval.

Following these changes to the board, our focus is now on improving diversity across the wider management team and workforce. We strengthened the diversity of our Executive with the recent additions of Karen Goodman, Chief Risk Officer, and Liz Carrington, HR Director. We were also delighted to announce the appointment of several female staff to senior management roles in Customer Services, Sales, and Marketing.

To ensure we have a strong and diverse pipeline of suitable candidates for future senior appointments across the company we have also launched a new Senior Management Talent Development Pathway, led by senior female employees. This framework outlines how high performing employees may develop and progress to Head of Department, Director and executive level roles across the AJ Bell group.

Through actions such as these, as well as our continuing programme of activities to promote gender diversity within the business, and our Guiding Principles - which define our company and inform everything we do - we will ensure no one is disadvantaged in how we attract, select and develop our staff, and that we continue to build a strong female talent pipeline.