

# Gender pay report 2019

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		Bonus paid	
Mean	26.7%	Mean	58.8%
Median	6.2%	Median	23.2%

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

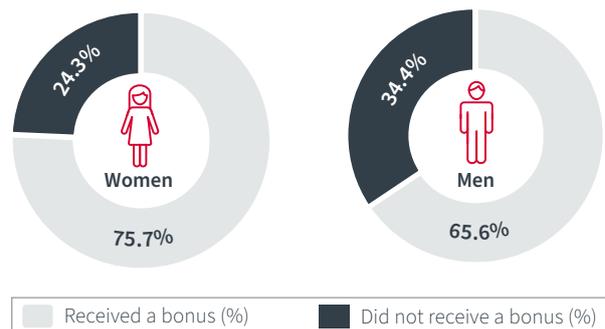
The median is the middle value when the hourly rates of pay of all staff (or bonus payments paid in the relevant period to all relevant staff) are listed in numerical order.

We are pleased that our mean and median pay figures have both improved this year, reflecting our continued commitment to promoting greater diversity through our recruitment practices.

By identifying the wage of the middle earner, the median is a good representation of the 'typical' gender difference – so we are especially pleased that the difference in median pay at AJ Bell remains low compared to most financial services companies.

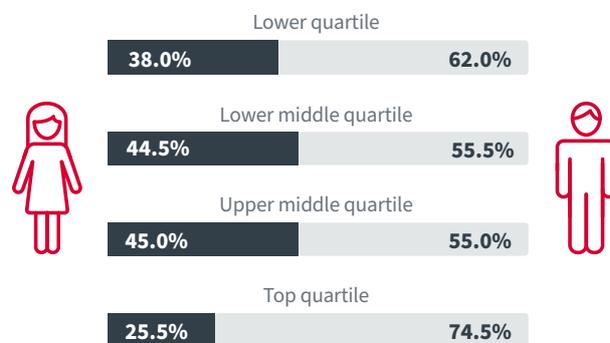
Our mean bonus figure has also improved significantly this year, indicating the progress we are making in addressing the gender profile of our work force, which in common with most financial service companies has traditionally seen a higher number of men in senior roles than women.

## Proportion of staff awarded a bonus



A larger proportion of women than men received a bonus for their performance this year.

## 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, where we have experienced extremely low turnover.

At AJ Bell we promote diversity and inclusiveness within our business and industry, where everyone feels able to participate and achieve their potential. This is a continuous process, but this year we have especially focused on our approach to gender diversity.

We have launched a wide programme of initiatives, including rolling out unconscious bias training to all people managers and managers responsible for interviewing, implementing new guidelines to ensure we use gender-inclusive language,

as well as introducing a bespoke recruitment campaign showcasing some of our female employees and their journeys at AJ Bell.

We also launched a Stepping Up talent development programme, informed by research into gender diversity in the workplace and tailored to support Administrators and Team Leaders who are keen to progress into leadership roles and put themselves forward for future opportunities.

Through initiatives such as these 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.