



McGill and Partners 2023 Gender Pay Gap Report

McGILL
AND PARTNERS



Introduction

This report sets out our 2023 Gender Pay Gap reporting information for McGill and Partners UK. 2023 marked our fourth full year of trading and we have continued to build the business at pace, in accordance with our core principles of the Contract of Trust and being intentionally inclusive.

We are mindful of our Gender Pay Gap and broader diversity obligations and that we need to continually work towards having greater female presence in senior roles within our firm.

UK Gender Pay Reporting

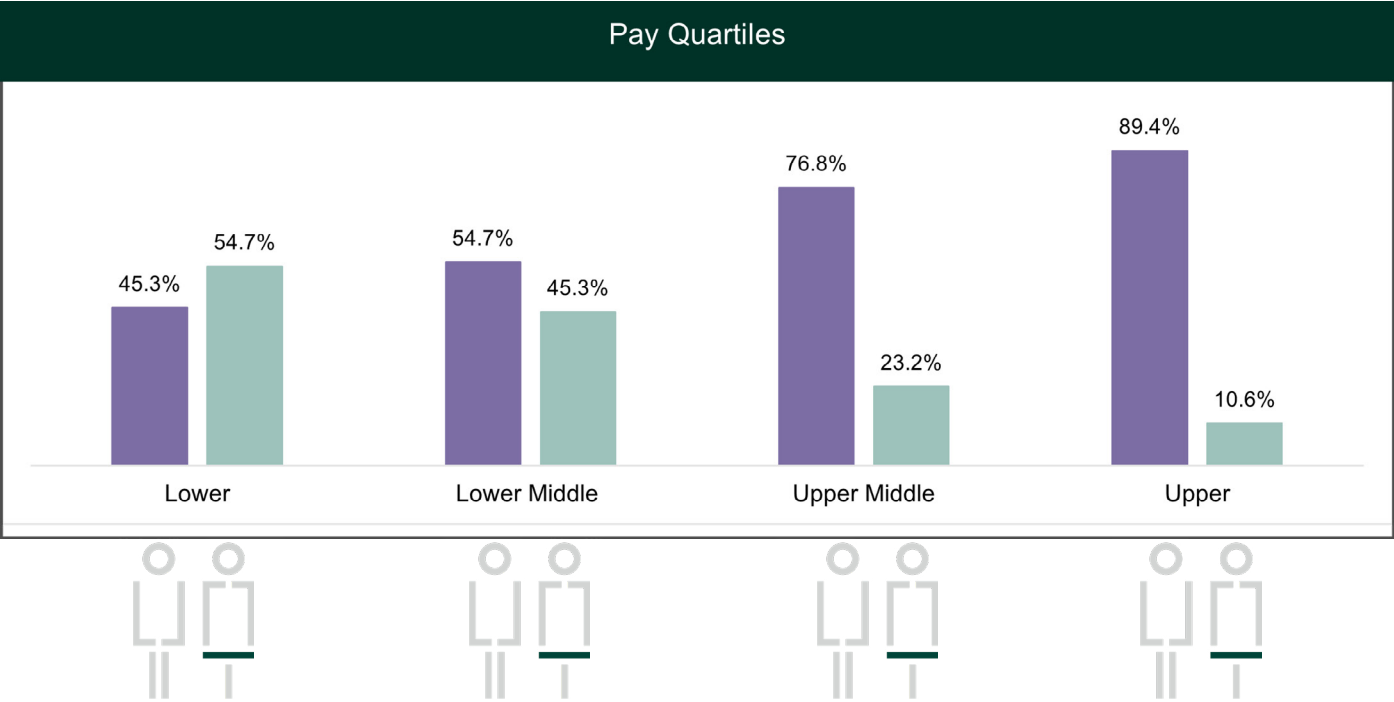
The Gender Pay Gap is the measure of the difference in average pay between all men and all women across an organisation, regardless of their role, level, length of service or location and any other differentiating factors.

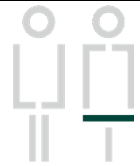
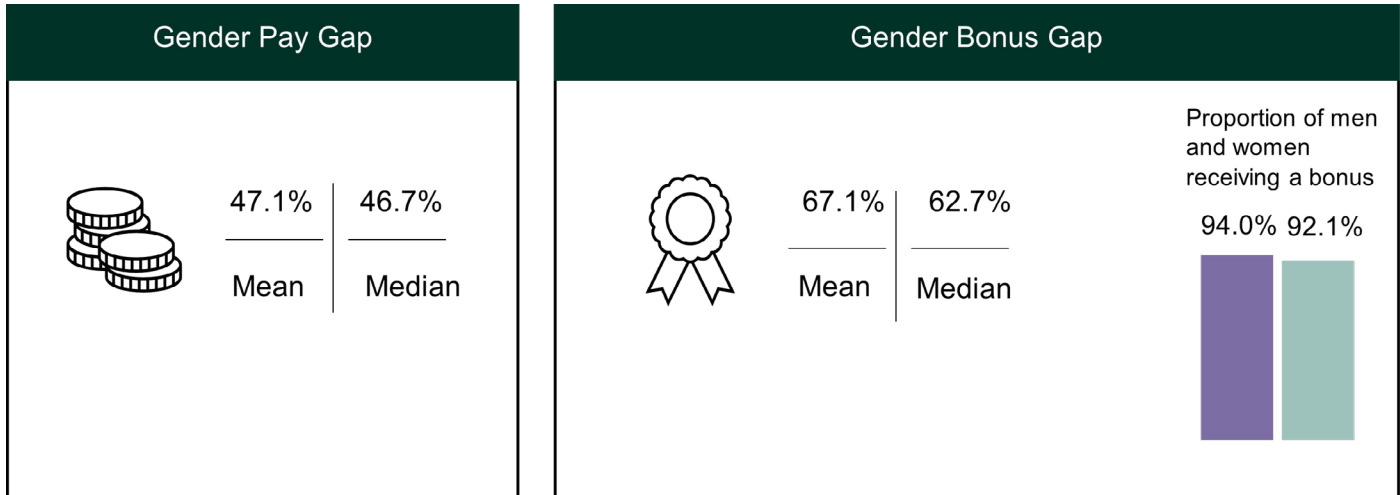
The purpose of Gender Pay Gap differs from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value.

These figures relate to all UK based McGill and Partners colleagues. The pay gaps are based on hourly pay taken on 5 April 2023. Bonus pay is based on awards in the relevant period ending 5 April 2023.

Our Gender Pay Reporting

Pay Quartiles





Commentary

There has been mostly positive movement in our pay gap figures since the 2022 Pay Gap Report.

Our mean pay gap has decreased by 4.4% from 51.5% to 47.15% with a small commensurate decrease in the median measure for the same metric.

Similarly, our mean bonus gap has decreased by 5.9% from 73.0% to 67.1%, albeit that the median measure for the same metric has crept upwards slightly.

Going forward our focus will continue to be in addressing the pay gap for those in the Upper and Upper Middle Pay Quartile metrics. We will deliver this through continuing to appoint talented female colleagues into senior positions through recruitment, career progression and internal development.

It is worth noting that our annual bonus payments are paid in the month of April, and therefore, each year, a proportion of each colleague's bonus is included on a pro-rata basis in the hourly pay calculation.

In line with the positive movement in respect of the majority of our gap statistics we are pleased that our global Diversity statistics, in respect of Gender do show improvement in female representation across the firm year over year. We have seen an increase in female colleagues at an all-firm level and specifically within our broking teams (3% higher than prior year) and this will be a mainstay of our talent attraction agenda moving forward.

Declaration

I can confirm that McGill and Partners Limited's pay gap data has been collected and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Steve McGill, CEO

