



McGill and Partners Gender Pay Gap Report

McGILL
AND PARTNERS

Introduction

This report sets out our 2024 Gender Pay Gap reporting information for McGill and Partners UK. 2024 marked our fifth 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.

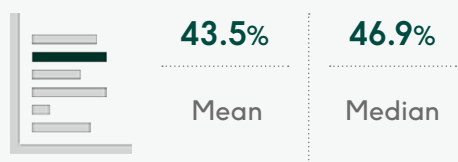
These figures relate to all UK based McGill and Partners colleagues. The pay gaps are based on hourly pay taken on 5 April 2024. Bonus pay is based on awards in the relevant period ending 5 April 2024.

Our Gender Pay Reporting

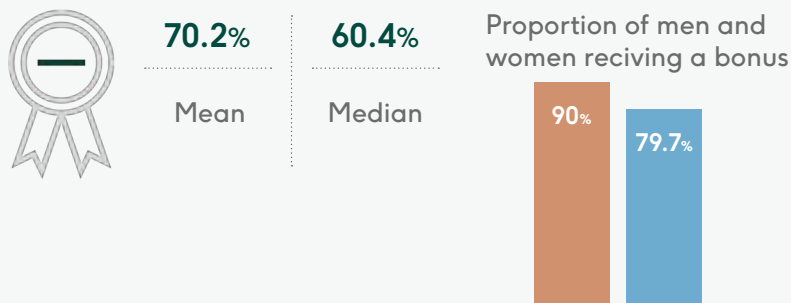
Calculating the percentage of men and women in each hourly pay quarter.



Gender Pay Gap



Gender Bonus Gap



Commentary

Our mean pay gap has decreased significantly since our first gender pay gap report in 2022. We reported a pay gap of 51.5% in 2022, and this has reduced over the last two years to now 43.5% in 2024. There is however a small increase in the median pay gap (0.2%) since the 2023 pay gap report.

Our mean bonus gap has increased in 2024 from 67.1% to 70.5%, albeit the median measure for the same metric has decreased by 2.3%. The percentage of women receiving a bonus in 2024 dropped due to several females being ineligible for bonus as recent hires, leavers or on fixed-term contracts.

We will continue to focus on addressing the pay gap for those in the Upper Pay Quartile metric, the appointment and progression of our talented female colleagues into senior positions being our prime vehicle for delivery of this objective over the coming years.

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 increasing by 7% since 2022. Within our Speciality teams specifically our female representation has increased by 9% over the same period.

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