



# McGill and Partners Gender Pay Gap Report

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**MCGILL**  
AND PARTNERS

## Introduction

This report sets out our 2025 Gender Pay Gap reporting information for McGill and Partners UK.

## UK Gender Pay Reporting

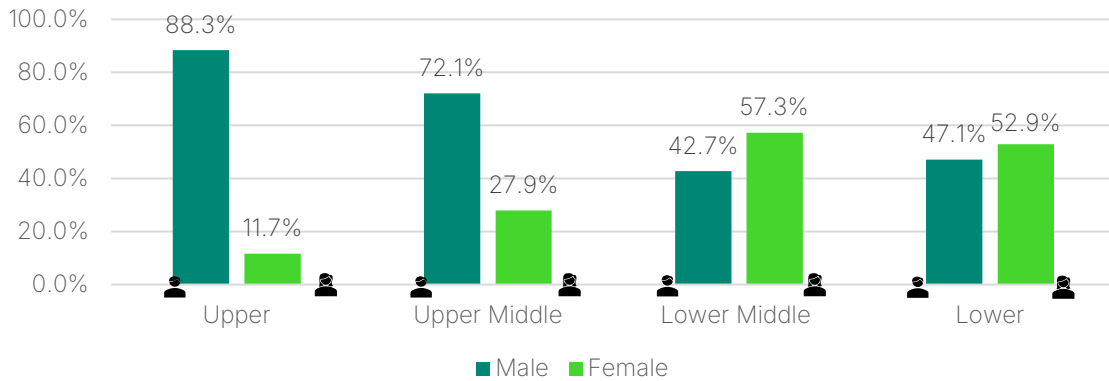
The Gender Pay Gap is the measure of the difference in average pay between all men and all women across an organisation, regardless of their role, level, length of service or location and any other differentiating factors.

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.

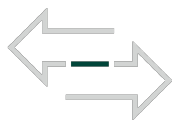
These figures relate to all UK-based McGill and Partners colleagues. The pay gaps are based on hourly pay taken on 5 April 2025. Bonus pay is based on awards in the relevant period ending 5 April 2025.

## Our Gender Pay Gap Data\* (2025)

### Pay Quartiles



### Gender Pay Gap

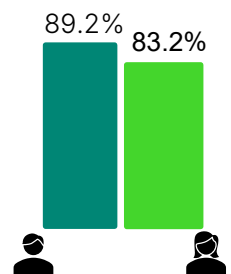


41.5%	47.6%
Mean	Median



66.9%	74.4%
Mean	Median

Proportion of men and women receiving a bonus



\*Data as at 5 April 2025 reported in line with GPG requirements. Inclusive of UK permanent and fixed-term colleague base only.

## Commentary

This report sets out our 2025 (published in April 2026) Gender Pay Gap reporting information for McGill and Partners UK.

Our mean pay gap has improved by 2%, decreasing from 43.5 % in 2024 to 41.5% % in 2025. This shows an overall decrease since 2023 of 5.5%. We have seen a small increase in the median measure for the same metric of 0.7%.

There has been improvement in our mean (average) gender bonus gap, which has narrowed by 3.3%, decreasing from 70.2% in 2024 to 66.9% in 2025. While our mean bonus gap shows positive momentum, our median bonus gap has widened this year by 14%. This is due to the fact that we welcomed a high number of female colleagues into McGill and Partners in 2025 and as these women become eligible for their first (often pro-rated as they joined throughout the year) bonuses, it temporarily lowers the median bonus figure for women, even as more women are being brought into the bonus pool overall. This is a short-term statistical effect that we anticipate will level out as these colleagues progress within the firm.

It should be noted that our annual bonus payments are paid annually in April and therefore included on a pro-rata basis in the hourly pay calculation (due to April payment date). It is likely our comparators are not including any portion of bonus pay due to earlier payment dates and in addition, McGill and Partners pays all bonuses in cash unlike our comparators who may pay bonus as a combination of cash/shares.

Our strategic priority remains to increase the representation of women in senior roles and the upper pay quartiles. We are confident that by continuing to focus on hiring, developing, and promoting our talented female colleagues, we will achieve sustainable and meaningful change.

## 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**