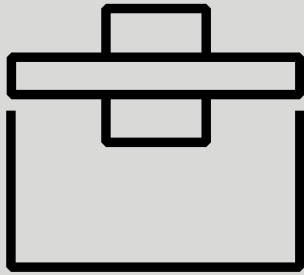


Brookson LTD Gender Pay Gap Report 2024

BROOKSON
A PEOPLE2.0 COMPANY



1. INTRODUCTION

The Brookson ethos is that there is always a better way – and we wholeheartedly follow this ethos in all aspects of our business activities. We are committed to creating a diverse and inclusive organization where all our capable people can succeed irrespective of their background or gender. Our overall aim is to build teams at all levels which are fully representative of the local communities in which our offices are situated.

Since 5th April 2017, the UK Government has made it a requirement that all employers with 250 or more employees in England, Scotland and Wales publish their gender pay gap. This requirement involves a representation of gender pay gap by three particular measures – hourly rate, pay quartiles and bonus pay level and proportion of women and men receiving it.

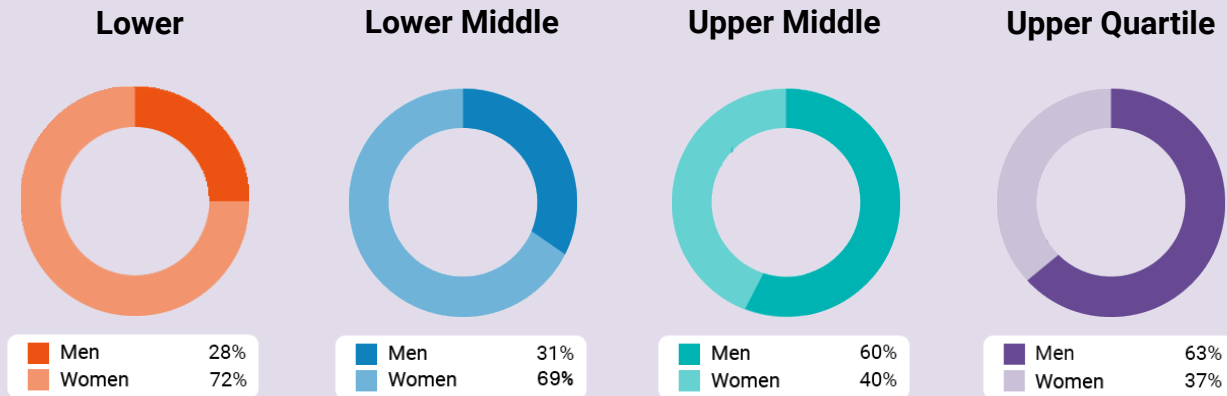
It is worth being clear at this point that these gender pay measures are not a representation of equal pay – we are wholly committed to equal pay and we are confident that across our business women and men are paid equally for doing equivalent jobs.



2. MEASURES

PAY QUARTILES MEASURE

Let's look at the split of women and men across the different levels of role in our organization.



Brookson Limited continues to employ more women than men in relation to two of the four quartiles which is similar in the previous year. There has been a slight decrease in the percentage of women employed in the upper middle class this year but been an increase in the percentage of women in the upper quartile.

“

“Brookson Group Limited Employs More Women Than Men in Relation in Two of the Four Quartiles.”

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HOURLY RATE MEASURES

The average gender pay gap for the Financial Services industry is estimated at 14.5% (PwC Women at Work Index 2022).

GENDER PAY GAP

Median

Mean

34.47%
Higher

26.89%
Lower

The mean (average) gender pay gap for hourly pay is now 26.89%, which is a decrease from the previous year's figure of 31.24%. The median gender pay gap for hourly pay is now 34.47%, which is an increase from the previous year's figure of 36.41%. The pay gap is still driven by the predominance of men in the upper quartile, particularly those in receipt of monthly bonuses and commissions. The current figures indicate that men continue to dominate the upper pay quartiles, with 63.16% in the upper hourly pay quarter and 59.65% in the upper middle hourly pay quarter.



BONUS PAY

BONUS PAY GAP

Median

Mean

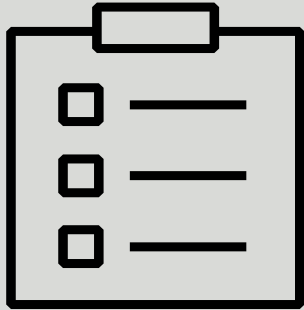
91.91%
Higher

68.60%
Higher

The mean (average) gender pay gap for bonus pay is 68.60%. This means that, on average, men receive significantly higher bonus pay compared to women. The median gender pay gap for bonus pay is 91.91%. This indicates that the middle value of bonus pays received by men is much higher than that received by women.

The percentage of women who received bonus pay is 53.97%, while the percentage of men who received bonus pay is 53.85%. This shows that a similar proportion of women and men received bonus pay, but the amounts differ significantly.

These findings suggest that while the proportion of women and men receiving bonus pay is almost equal, the actual amounts of bonus pay are much higher for men. This contributes to the overall gender pay gap, particularly in the upper pay quartiles where men dominate and are more likely to receive higher bonuses and commissions.



3. OUR TARGET

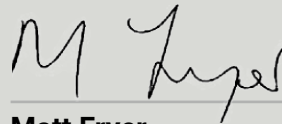
As in prior years we committed to increasing the proportion of women in our top quartile in order to ensure that the gender pay and bonus gaps highlighted would reduce significantly over time. This is still a work in progress that hasn't directly impacted the gap immediately. This continues to be an ongoing commitment for Brookson Group Limited and we will continue to work on the following initiatives with the intention of improving in future years.

WE HAVE IMPLEMENTED THE FOLLOWING INITIATIVES

- Board commitment that Gender Pay Gap is a fixed agenda item at Board Meetings
- A recruitment process which requires senior management and director short lists to be diverse
- Carry out quarterly salary and benefits survey to ensure that we are paying in line with or above market rate
- Carry out internal role salary reviews to ensure salaries are comparable based on experience and qualifications and harmonise accordingly
- A real focus on the talented and capable women in our organization in our learning and development and succession planning activities
- Increased availability of flexible working opportunities in all our roles, especially the senior roles.

DECLARATION

I confirm that the information and data provided is accurate and in line with mandatory requirements.

A handwritten signature in black ink, appearing to read 'M Fryer', written over a horizontal line.

Matt Fryer
Managing Director