

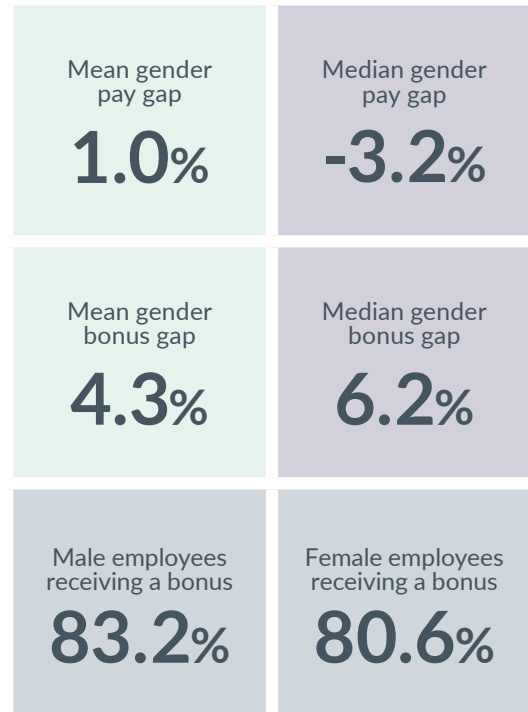
Gender pay gap 2021

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are pleased to present Saffery Champness LLP's annual gender pay gap report, relating to data as at 5 April 2021.

To continue to be successful in retaining and attracting the best people, we are committed to providing equality of opportunity for all, and we are encouraged that the actions we have taken have helped to close our gender pay gap.

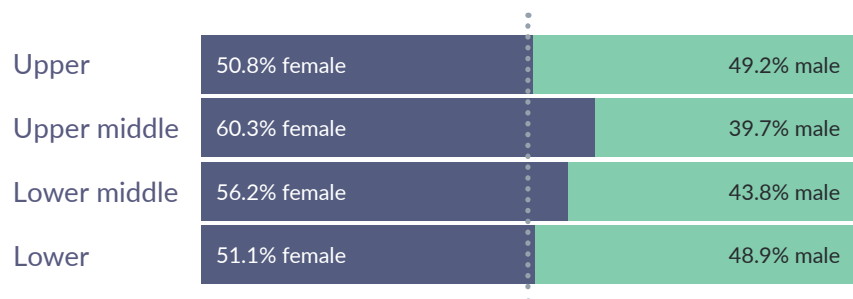
We are delighted to report a mainly consistent downward trend in our figures over the last five years. An increase in the appointment of women to the highest level positions, along with our flexible working policies and culture, which benefit everyone, are key factors that have contributed to this positive trend.

Going forward, we will continue to change and improve the experience of women in all their diversity at Saffery Champness through our Equality, Diversity and Inclusion initiatives and training, by introducing ethnicity pay gap reporting, ensuring our policies support all parents and carers, and by listening to our people networks, so that they inform our way forward towards true equality for all.

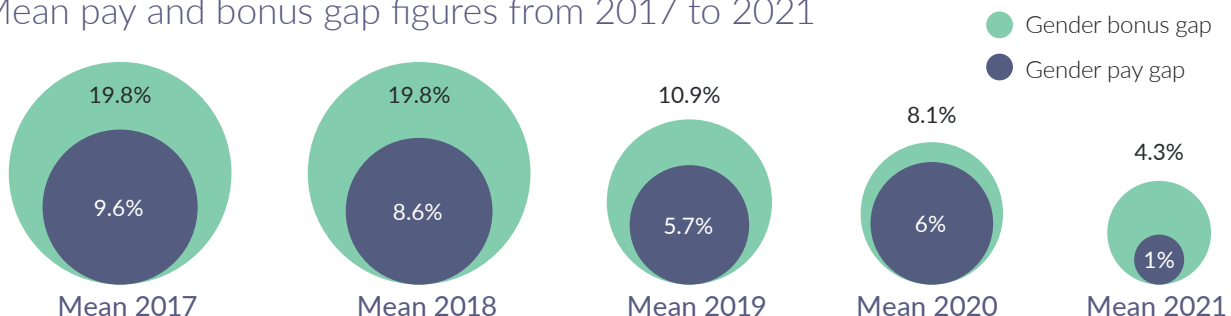


Pay quartiles by gender

The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands. This is calculated by determining the hourly rate of pay for each male and female employee, ranking them in order from the lowest to the highest paid and dividing them into four equal parts.



Mean pay and bonus gap figures from 2017 to 2021



I confirm that the gender pay gap information contained in this report is accurate.

Matthew Burton, Managing Partner

Saffery Champness LLP, 31 March 2022

www.saffery.com