



Gender pay gap report 2022

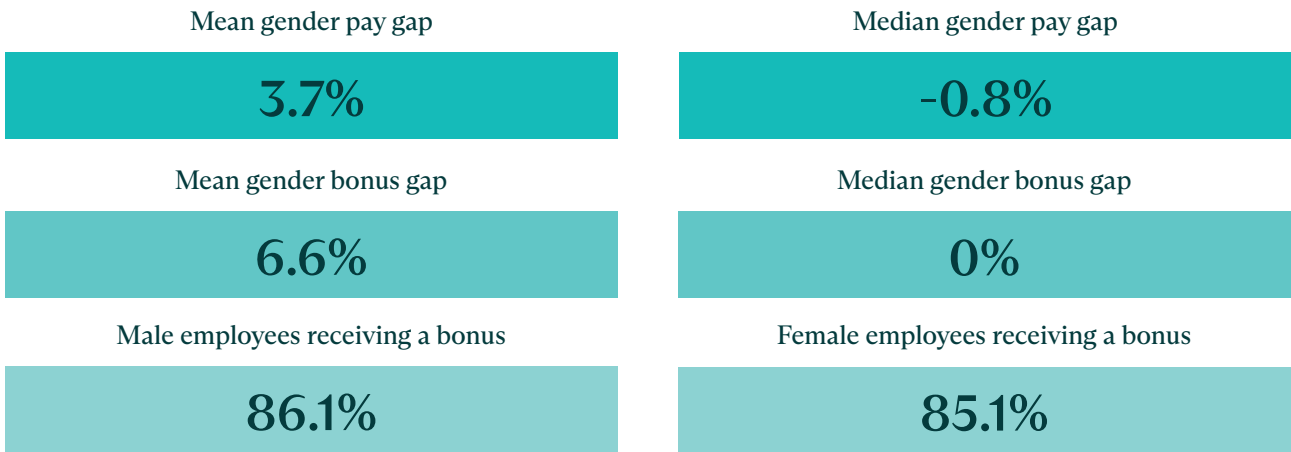
Saffery is delighted to report our gender pay gap for 2022, which, despite showing a slight increase this year, remains low. We are fully committed to achieving a downward trend and redressing gender inequality in all its manifestations. Putting our people first is at the heart of our firmwide business strategy.



Matthew Burton
Managing Partner

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

The gender pay gap shows the percentage differences between the average hourly pay and bonuses between male and female employees at Saffery LLP. It is expressed as a snapshot of earnings on 5 April 2022, in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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.

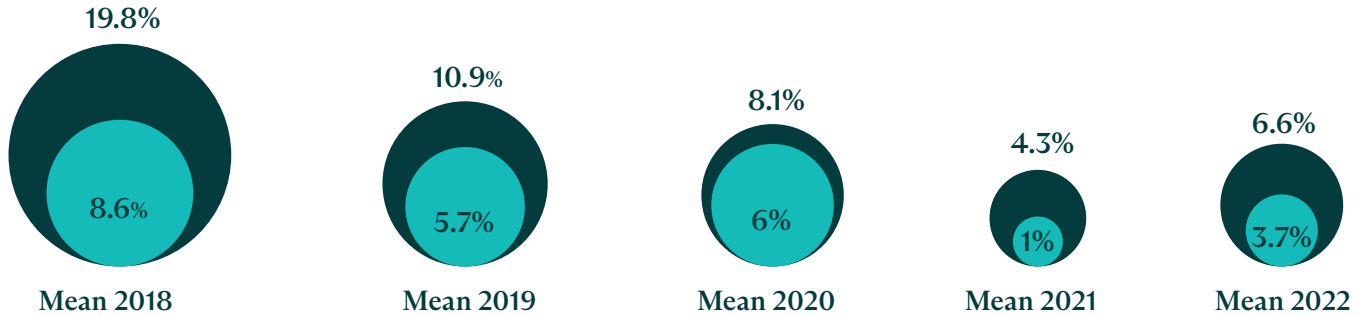




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Mean pay and bonus gap figures from 2018 to 2022

● Gender bonus gap ● Gender pay gap



As Executive Sponsor for equality, diversity and inclusion at Saffery, I'm encouraged to see our consistently low gender pay gap since the reporting requirements began.

Our enhanced family friendly reward policies and practices, and flexible working policies that benefit everyone, are contributing factors and testimony to our commitment towards gender equality.

Going forward, we are guided by our ED&I strategy Everyone Belongs. Key initiatives, such as supporting our leaders to become inclusive leaders, refreshing our mentoring programme, enhancing our policy reviews and ensuring equitable access to professional development opportunities, will help us in our aim to reduce our gender pay gap further.



Mark Duhig
HR Director

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