

Gender pay gap report 2023

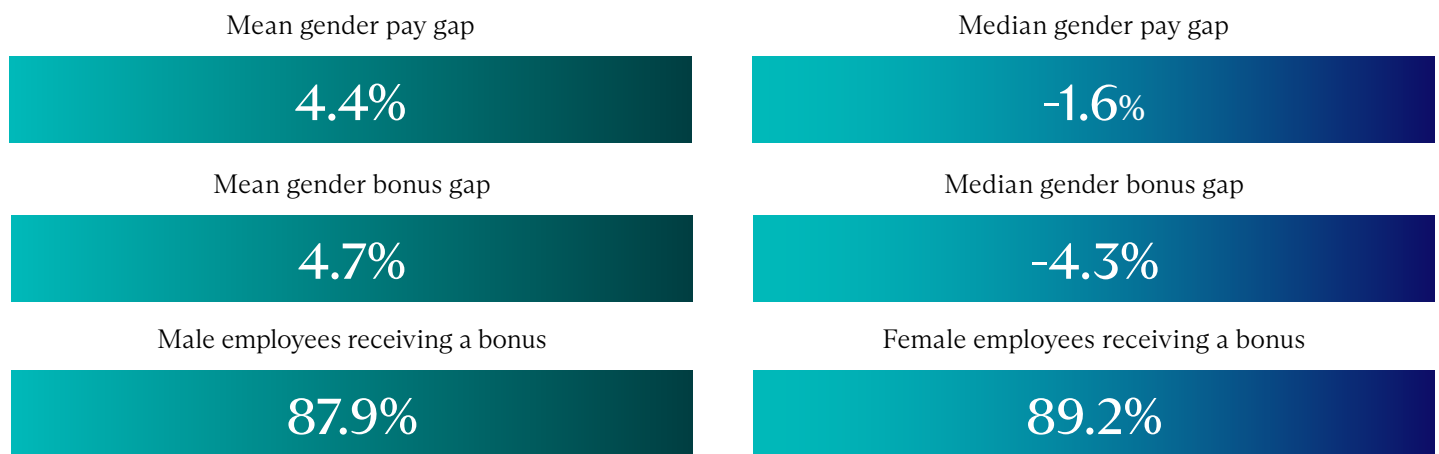
I'm pleased to see the gender pay gap and gender bonus gap at Saffery remain low. We will continue to monitor and do everything we can to achieve gender equality in every aspect of the firm because putting our people first and being a responsible business remain at the heart of our firmwide business strategy.



Matthew Burton
Managing Partner

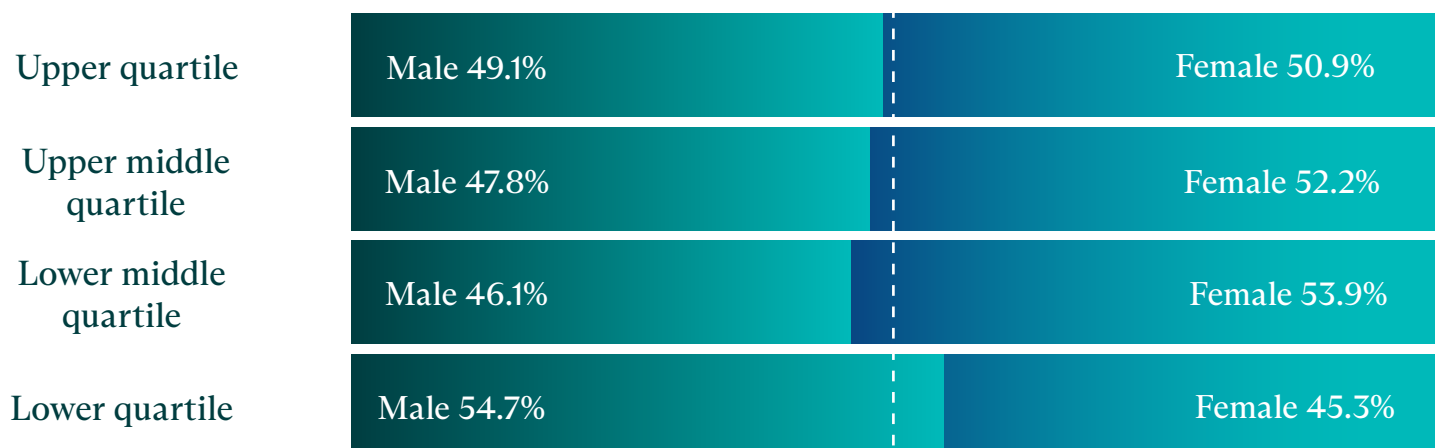
I confirm that the gender pay gap information contained in this report is accurate.

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 2023, in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Pay quartiles by gender

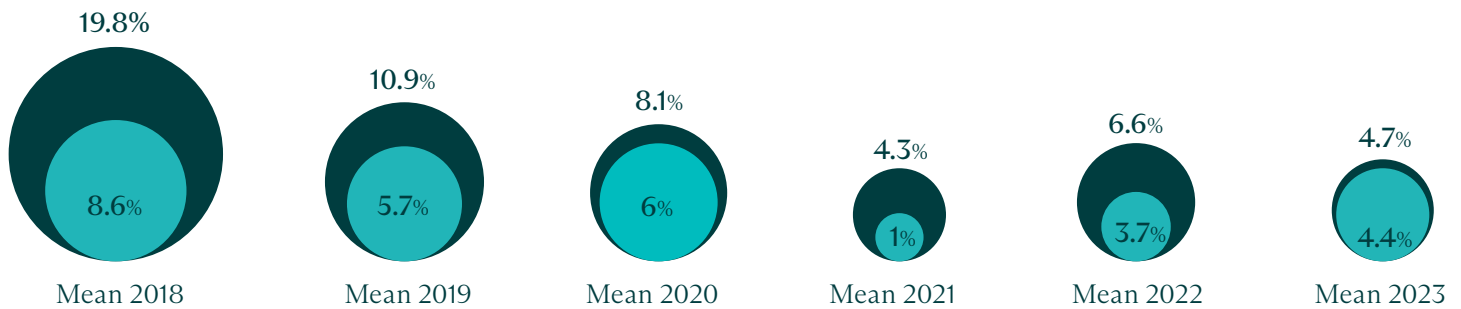
The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands. This is calculated by determining the hourly rate of pay for each male and female employee, ranking them in order from the lowest to the highest paid and dividing them into four equal parts.



Gender pay gap report 2023

Mean pay and bonus gap figures from 2018 to 2023

● Gender pay gap ● Gender bonus gap



As Executive Sponsor for equality, diversity and inclusion at Saffery, I'm pleased that our gender pay gap for 2023 remains low. Our excellent gender balance firmwide and within all pay quartiles, contributes significantly to this achievement, and sits alongside 39% female representation at Partnership level.

Saffery's commitments to gender equality are part of a broader ED&I strategy, Everyone Belongs, which continues to drive forward key initiatives such as inclusive leadership training, strengthened demographic data insights, equitable recruitment, and empowering our People Networks. All our initiatives, together with our family friendly reward policies and flexible working practices, are designed to help us achieve an equitable and inclusive workplace for everyone.



Mark Duhig,
HR Director

This document is published on a general basis for information only. It does not constitute, and should not be construed as, investment advice nor a recommendation to subscribe to, purchase, sell or otherwise transact in any security or financial instrument. No liability is accepted for errors of fact or opinion it may contain. Professional advice should always be obtained before applying the information to particular circumstances. Views expressed by external parties in this document are their own, and do not necessarily reflect those of Saffery LLP. J9280. © Saffery LLP March 2023. Saffery LLP is a limited liability partnership registered in England and Wales under number OC415438 with its registered office at 71 Queen Victoria Street, London EC4V 4BE. The term "partner" is used to refer to a member of Saffery LLP. Saffery LLP is regulated for a range of investment business activities by the Institute of Chartered Accountants in England and Wales.

Saffery LLP is a member of Nexia a leading, global network of independent accounting and consulting firms. Nexia International Limited and each member firm are separate and independent legal entities, each of which is responsible for its own acts, omissions or liabilities and not those of any other member of the Nexia network. Please see <https://nexia.com/member-firm-disclaimer/> for further details.

Saffery LLP, 8 March 2024