



BERENBERG
PARTNERSHIP SINCE 1590

GENDER PAY GAP REPORT 2018



Background

Gender pay gap reporting requires UK companies with more than 250 employees to report six groups of numbers. These are the mean and median gender pay gap in hourly pay; mean and median bonus gender pay gap; proportion of men and women receiving a bonus and the proportion of men and women in four equally sized pay quartiles.

The gender pay gap itself is defined as the difference between the average earnings of all men and women, irrespective of job role, seniority or level of performance and is expressed relative to men's earnings.

Gender pay gap calculations differ from the calculation of an equal pay gap, which is the assessment of pay for men and women in comparable jobs; defined as 'like work' or 'work of equal value' under the Equality Act (2010).

The legislation requires that pay data for the calculations must be taken from the relevant pay period in which the 5th April (the 'snapshot date') falls each year.

Our 2018 Gender Pay Gap Results

The results in the table below cover the 350 employees in our London Branch that were employed at the snapshot date of 5th April 2018. On this date, 68.6% of employees in the London office were men and 31.4% were women.

The table below shows our mean gap in hourly pay was 44.5%. Our median pay gap was 52.0%. Our mean gap in bonus pay was 51.5%. Our median bonus gap was 75.0%.

	Mean	Median
Gender pay gap	44.5%	52.0%
Gender bonus gap	51.5%	75.0%



Figures 1 and 2 illustrate the proportion of men and women receiving a bonus and the distribution of men and women across the pay quartiles, respectively. We note that the timing of our bonus payments determines that only those employees eligible for a bonus for the year ending December 2016 will have been captured by the former statistic (for example: any bonuses for 2017 new joiners and later would not be captured in this statistic), which shows that 62.1% of men received a bonus, compared to 54.5% of women.

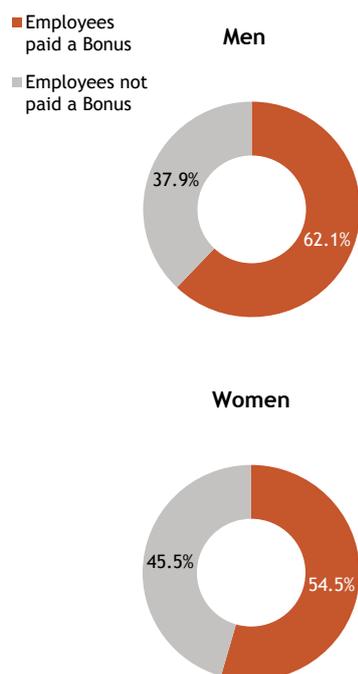


Figure 1:
Proportion of men and women receiving a bonus payment (2016 calendar year)

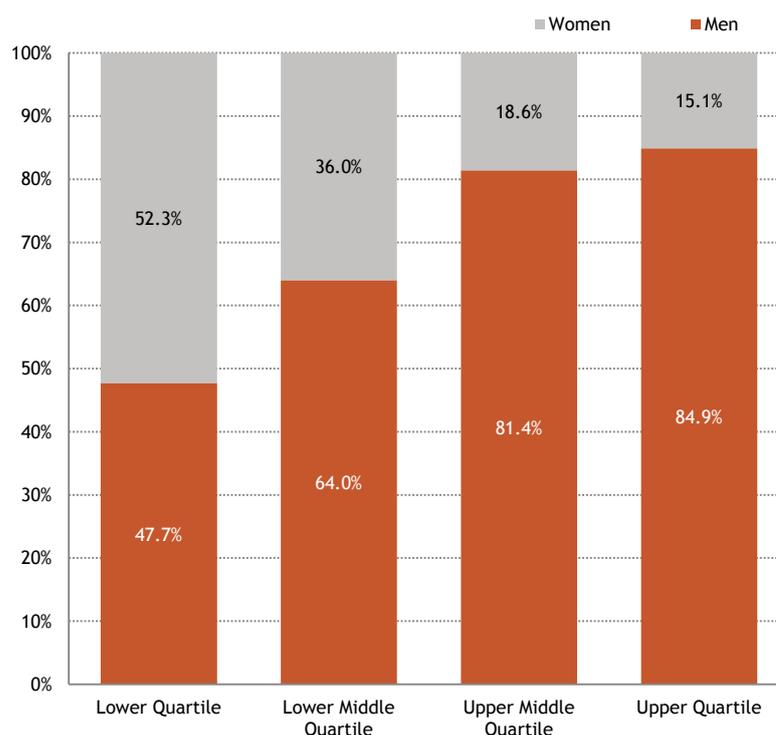


Figure 2:
Employee gender distribution across 4 equally sized pay quartiles

Analysis and Assessment of our Gender Pay Gap

Our second Gender Pay Gap report highlights the same issues as those seen in our 2017 report. Our analysis shows that our gender pay gap is still the result of three factors:

- A higher concentration of men in front-line roles, which command higher compensation (80% of men versus 49% of women employed in front line roles)
- A higher concentration of men in senior roles within this
- A higher concentration of women in support roles (51% of women versus 20% of men)

We have performed an analysis of pay levels for men and women with similar roles. We are confident that on this basis, there are no discrepancies in pay or bonuses. Our challenge, therefore, is to increase the proportion of women in the upper and upper middle quartile of pay grades over time.



Since our last report, we undertook a review of our internal policies to assess where changes could be made to facilitate the recruitment and progression of women within the bank. As a result of this review, we have identified three meaningful and realistic ways in which we can increase the proportion of senior women in the firm in the coming years.

First, we have committed to a target of 50-50 male/female representation in our graduate programme. To increase the proportion of female applicants we have attended a number of women in finance events, and provided senior women as speakers at events targeting talented female graduates. At our assessment centres, 50% of the interviewers were female. We are pleased to report that our 2019 graduate intake of 19 includes 10 females (52%).

Second, we are implementing a number of measures aimed at retaining female talent. We have for instance, increased our enhanced maternity leave offering and are considering a number of initiatives set out by the UK Government Equalities Office and The Behavioural Insights Team that are proven to be effective in closing the Gender Pay Gap. We are in the process of establishing a women's initiative to ensure that our talented women are, (i) given support in their career progression, (ii) receive regular formal coaching, and (iii) have access to and mentoring from senior management.

Finally, in situations where we have a senior level opening that requires an external hire, we are endeavouring to include women on short lists.

As a result of these changes, we are targeting that by 2025 a minimum of 33% of our senior staff (defined as vice president level or above) are women.

We confirm that the data reported is accurate.

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