

Gender Pay Gap – 2021/22

What is the gender pay gap? Gender pay gap is the average difference between hourly wages for men and women. Since changes to the Equality Act came into force in April 2017, companies with more than 250 employees have been legally required to report their gender pay gap figures by the end of the financial year. Organisations must also reveal the proportion of men and women who receive financial bonuses. The government strongly suggest companies produce a voluntary accompanying narrative which explains the pay gap and sets out what actions will be taken.

Understanding GPG (SIPD, March 2021) – A gender pay gap can be expressed as a positive measure, for example, a gap of 33.7% – this indicates the extent to which women earn, on average, less per hour than their male counterparts.

Numis GPG

Hourly Pay

- Mean is 33.7%
- Median is 51.8%

Bonus Pay

- Mean is 59.2%
- Median is 84.2%

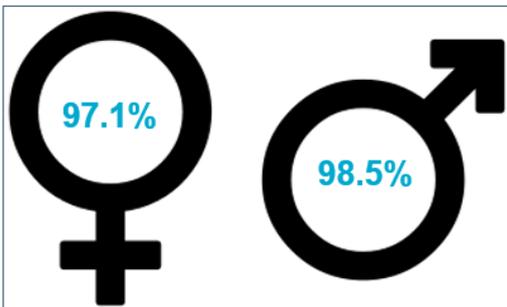
Compared to last year, Numis has improved the GPG in hourly pay by 14% and bonus pay by 22%.

The medians in hourly pay and bonus pay have also improved by 8.2% and 9% respectively.

A gender pay gap in hourly pay (33.7%) means that on an average (across levels) for every £100 paid to a man, a woman is paid £66.3 at Numis.

A gender pay gap in bonus pay (59.2%) means that on an average (across levels) for every £100 bonus paid to a man, a woman is paid £40.8 bonus at Numis.

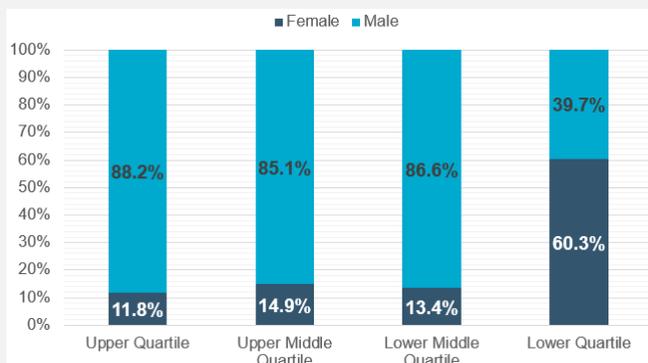
Proportion of Female/Male paid Bonus



Numis has an increase of 5.6% in the proportion* of male employees who were paid bonus and an increase of 8.1% in the proportion* of female employees paid bonus when compared to last year.

*no. of male/female employees paid bonus divided by the total no. of male/female employees respectively

Female/ Male split across Hourly pay Quartiles



Numis has a positive increase of 5.7% in female employees in the 'upper quartile' and a decrease of 1.3% in female employees in the lower quartile.