

# Gender pay gap - 2022

## What is the gender pay gap reporting?

Gender pay gap is the average difference between hourly wages for men and women. UK companies with more than 250 employees are legally required to report their gender pay gap figures by the end of each financial year. Organisations must also publish the proportion of men and women who receive financial bonuses. The government strongly suggests companies produce a voluntary accompanying narrative, which explains the pay gap and sets out what actions will be taken.

The gender pay gap can be expressed as a positive measure; for example, a gap of 50% indicates the extent to which women earn (on average) less than their male counterparts, per hour.

## Numis gender pay gap 2022

### GPG - Hourly pay

- Mean is **44%**
- Median is **51%**

### GPG - Bonus pay

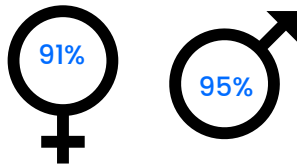
- Mean is **78%**
- Median is **84%**

A gender pay gap in hourly pay (44%) means that on an average (across levels) for every £100 paid to a man, a woman is paid £56 at Numis.

A gender pay gap in bonus pay (78%) means that on an average (across levels) for every £100 bonus paid to a man, a woman is paid £22 bonus at Numis.

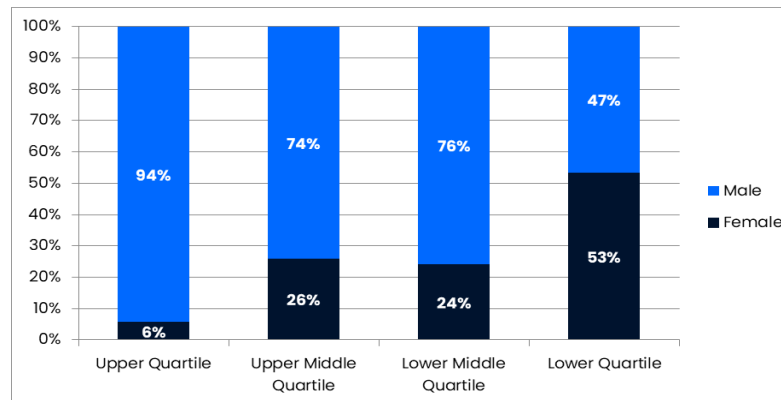
**Compared to last year, the Numis gender pay gap in hourly pay has increased by 11% and has marginally improved on the median by one percent. The gender pay gap for bonuses shows that women's bonuses were 78% (19% higher than last year) lower than men's. The median remains unchanged from last year.**

## Proportion of women/men paid bonuses



Numis has seen a decrease of 6% in the proportion of female employees paid bonuses and a decrease of 4% in the proportion of male employees who were paid bonuses when compared to last year.

## Female/ male split across hourly pay quartiles



Numis has had a positive increase of 11% in female employees in the 'upper middle' and 'lower middle' quartiles but has seen a negative decline of 6% in female employees in the 'upper' quartile.

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## Gender pay gap over the last two years

GPG measures	2022	2021	2020
Hourly pay - Mean	44%	34%	48%
Hourly pay - Median	51%	52%	60%
Bonus pay - Mean	78%	59%	81%
Bonus pay - Median	84%	84%	93%

Bonus paid - Proportion	2022	2021	2020
Female	91%	97%	89%
Male	95%	99%	93%

Quartiles	2022		2021		2020	
	Female	Male	Female	Male	Female	Male
Upper quartile	6%	94%	12%	88%	6%	94%
Upper middle quartile	26%	74%	15%	85%	10%	90%
Lower middle quartile	24%	76%	13%	87%	28%	72%
Lower quartile	53%	47%	60%	40%	62%	38%