

RATHBONES GROUP PLC

GENDER PAY GAP REPORT 2022

GENDER PAY GAP REPORT



MAKING PROGRESS

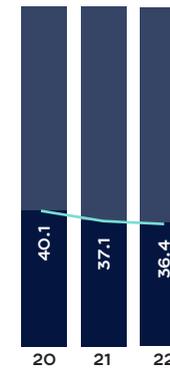


The gender pay gap is calculated using the median and the mean average hourly pay for men and women at 5th April 2022. The difference between the two figures is our gender pay gap. Our 2022 data shows that our mean gender pay gap has reduced to 36.36%. This and the trends in recent years (40.1% 2020, 37.1% 2021) reflect the impact of our ongoing efforts to create a more balanced Rathbones and we're focusing on our progress; it's slower than we would like but we're on the right track.

Our gender pay gap exists because of inherent issues we're working hard to move through. We have a higher proportion of men than women in senior roles and more women than men in mid-junior roles. There are historic and complex causes; the wealth management sector has traditionally been male dominated and the under representation of women in senior roles is systemic in our industry more broadly. We continue to be signatories of the Women in Finance Charter, when we signed up to that in September 2018, we had 15.6% female representation, as of September 2022 we have 27%. Through the growth and development of talent in our investment management roles, we are actively managing the gender pay gap. We are confident that, in time, this approach will have the impact that we desire in reducing our gender pay gap across the group.

We are a people business and at Rathbones specifically we nurture long-lasting client relationships and value low colleague turnover. Though we're proud of our culture of longevity, we know it poses challenges in shifting the dial on our gender pay gap. So, we know acting towards greater diversity, equality and inclusion is the right thing

GENDER PAY GAP (%) – MEAN HOURLY PAY



-3.7%

2020 vs 2022

“WE’RE MAKING STEADY AND POSITIVE PROGRESS, IT’S SLOWER THAN WE’D LIKE BUT WE’RE ON THE RIGHT TRACK.”

to do and we recognise the commercial imperative for the sustainability of Rathbones. Wealth is diversifying in the UK and we believe in the power of finance and our industry to support growth economically and socially for our colleagues, clients, and communities.

We continue to be optimistic about the future and this year have taken action to create a more inclusive environment for everyone. This report sets out where we are today and what we're doing to create rewarding careers for everyone at Rathbones.

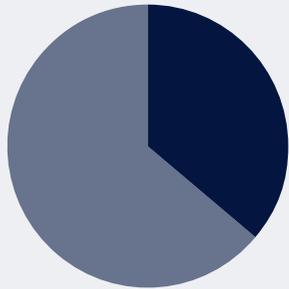
Paul Stockton
Group Chief Executive Officer

THE CURRENT PICTURE

HOURLY PAY GAP (MEAN)

36.36%

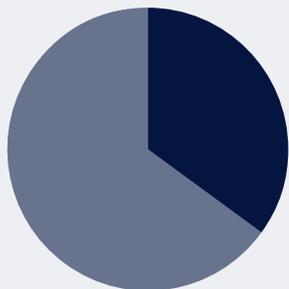
2021: 37.10%



HOURLY PAY GAP (MEDIAN)

35%

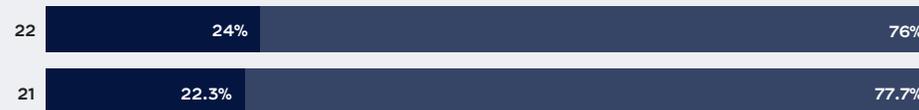
2021: 36%



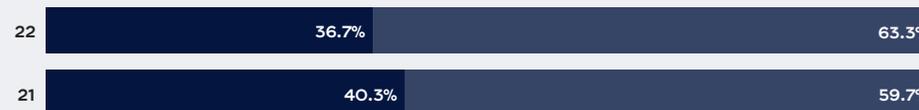
PROPORTION OF FEMALES AND MALES IN EACH QUARTILE PAY BAND

■ Female
■ Male

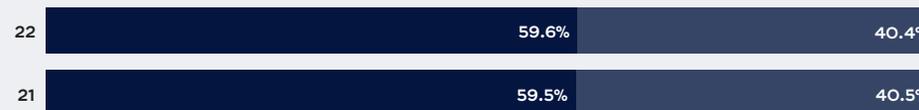
Upper quartile



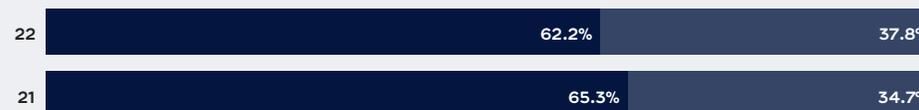
Upper middle quartile



Lower middle quartile



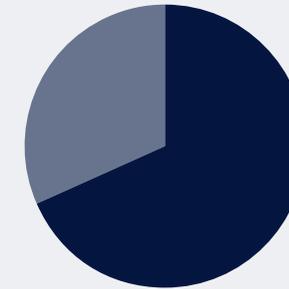
Lower quartile



BONUS PAY GAP (MEAN)

68.5%

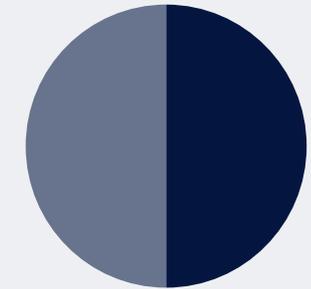
2021: 71.0%



BONUS PAY GAP (MEDIAN)

50%

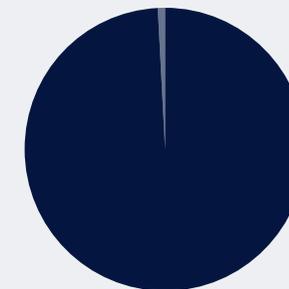
2021: 52.2%



PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT (FEMALE)

99.31%

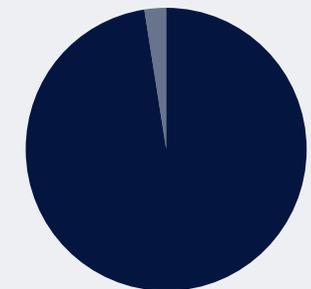
2021: 97.7%



PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT (MALE)

97.52%

2021: 97%



Note: Data does not include Saunderson House

A FOCUS ON FEMALE TALENT

BREAKING THE BARRIERS AND BUILDING A FEMALE TALENT PIPELINE

An important strand of our diversity, equality and inclusion (DE&I) strategy is to break the barriers that are still discouraging female talent from choosing a career in wealth management. We continue to partner with select organisations who are experts in creating access for female talent. In 2022, our colleagues hosted career insights sessions in partnership with Future Assets, a Scottish organisation who encourage girls in high school to look at the world of investment management for future career opportunities. We also sponsor the Strathclyde Business School 'Women in Banking and Finance Group' a strategic, business driven society which promotes career development for women in our industry.

The menopause is another barrier that impacts both well-being, career progression and gender balance in senior roles. This year we launched our 'Take a Moment to Pause' colleague led menopause awareness group which aims to break the menopause taboo and put practical actions in place to enhance our support for colleagues experiencing the menopause. One deliverable the group will be working on in 2023 is creating a menopause charter to promote recognition and awareness amongst all colleagues.

ATTRACTING AND RETAINING FEMALE TALENT

We continue to evolve our recruitment processes to apply an inclusive lens when working to attract and recruit all talent. Our recruitment adverts are screened by an inclusive language tool to ensure we're using un-biased, inclusive language that appeals to all candidates. To address our gender imbalances at senior levels and across our client facing teams, we provide female focused leadership development opportunities to support more balanced pipelines and succession plans for leadership roles.

“TAKE A MOMENT TO PAUSE’ HAS MADE A REAL DIFFERENCE FOR BOTH OUR FEMALE AND MALE COLLEAGUES. SIMPLY HAVING A SAFE SPACE TO TALK AND ASK QUESTIONS AND GATHER ADVICE ON THE MENOPAUSE HAS BEEN WELCOMED BY SO MANY COLLEAGUES. WE HAVE HAD OPEN AND REAL CONVERSATIONS TO RAISE AWARENESS OF HOW THE MENOPAUSE CAN AFFECT INDIVIDUALS. EVEN THOSE NOT PERSONALLY GOING THROUGH THE MENOPAUSE ARE NOW AWARE OF THE AFFECTS IT CAN HAVE, BOTH AT HOME AND AT WORK, AND, I HOPE, ARE BETTER EQUIPPED TO DEAL WITH IT IN A SENSITIVE WAY.”

Lucy Sibson

Executive Assistant

Co-Lead of the 'Take a Moment to Pause' menopause group

AN INCLUSIVE WORKPLACE

CELEBRATING DIVERSITY AND CULTIVATING INCLUSION FOR EVERYONE

We launched our colleague led inclusion networks in 2022 encompassing gender balance, race and ethnicity, abilities, and LGBTQ+. Our inclusion networks provide colleagues with a voice and a mechanism to drive positive impact towards greater diversity, equality, and inclusion across the group and beyond. Our inclusion networks are sponsored by senior leaders who have the influence and passion to support network objectives.

LISTENING TO OUR COLLEAGUES IS KEY

From 2022, our engagement surveys ask colleagues to share feedback on our DE&I efforts, we use this feedback to inform our inclusion index score (score of 7.5 autumn survey 2022). Our inclusion index allows us to measure our colleagues' sense of inclusion and belonging and provides a benchmark to build on. We also host listening sessions for under-represented colleagues, starting initially with our female colleagues working in investment management teams. Their insights and experiences in relation to themes such as parental leave, hybrid working, and inclusive leadership will shape future DE&I strategy and action planning.

“JUST 16% OF FINANCIAL PLANNERS IN THE UK ARE WOMEN, A NUMBER THAT’S BARELY MOVED IN THE 25 YEARS SINCE I STARTED MY CAREER. IT MAY BE THAT THE SHIFT IN FOCUS IN RECENT YEARS MEANS THAT MORE WOMEN ARE IN THE EARLIER OR MID-POINT YEARS OF THEIR CAREER AND THIS WILL CHANGE IN THE FUTURE. TO GET TO THE TRUE CAUSES AND ADDRESS THEM, IT’S IMPORTANT TO TALK AND GATHER INDIVIDUAL EXPERIENCES, PERSPECTIVES, AND IDEAS. OUR NEW GENDER BALANCE INCLUSION NETWORK IS HERE TO DO JUST THAT.”

Emma Watson

Head of Financial Planning and Advisory Services
Sponsor of the gender balance inclusion network

CREATING MOMENTUM TO DELIVER OUR VISION



Gaynor Gillespie
Chief People Officer

It's small changes that create momentum and the practical actions we take in the everyday things that we do, that bring about change.

Throughout 2022 we continued to embed our DE&I strategy and action plans across the group, helping us to bring our vision to life. We refreshed our DE&I governance structure to include executive committee sponsors and other cross-functional senior leaders. Our DE&I committee ensures solid foundations for real action and for positive change to stick. We see this as a critical step forward in demonstrating that DE&I creates opportunity for and is the responsibility of everyone at Rathbones.

It is absolutely the desire of the organisation and our colleagues to have an inclusive culture, and engaging and involving colleagues at all levels, and learning together will move us forward. Raising awareness of the barriers that still discourage females from choosing a career in wealth management, listening to our under-represented groups and driving practical and tangible action across our four inclusion networks is how we will continue to make progress.

Gaynor Gillespie
Chief People Officer

“OUR DE&I VISION IS TO BE A BUSINESS THAT SUPPORTS AND EDUCATES ALL OUR PEOPLE, ONE THAT CELEBRATES OUR UNIQUE STRENGTHS AND EMPOWERS ALL INDIVIDUALS TO THRIVE.”

RATHBONES GROUP PLC

8 Finsbury Circus
London
EC2M 7AZ
+44 (0)20 7399 0000
rathbones.com