

RATHBONES

REPORT FOR 2024 ACTIVITY

GENDER PAY GAP



WELCOME

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A STATEMENT FROM OUR CEO



Paul Stockton
Group Chief Executive Officer

In September 2023 we undertook a combination with Investec Wealth & Investment (UK) (IW&I) and therefore have undergone a lot of change since. Both businesses however have adopted a common commitment to promote gender balance, diversity and inclusion across the firm.

Inevitably, both businesses started from a different place. In the last 18 months as the business has been integrating we have placed gender balance, diversity and inclusion as a key principle driving our newly established and refreshed organisational designs.

The combination with IW&I has evidently had an impact on our gender representation and we recognise that both businesses faced the long-term challenge of fewer women in senior positions.

Rathbones is a people business. We recognise that as our client base becomes more diverse, it is important that we reflect this in our people to support us in delivering excellent client service.

As reported last year the combination presented opportunities as well as challenges. Like many we have a way to go however, we remain committed to take actions to create a more inclusive culture for everyone.

Our reporting suite

This report forms part of our wider reporting suite where you can find more about our full activities



⊕ **Annual report and Accounts 2024**



⊕ **Responsible business update 2024**



⊕ **Responsible investment report 2024**



⊕ **TCFD report 2024**

FURTHER INFORMATION

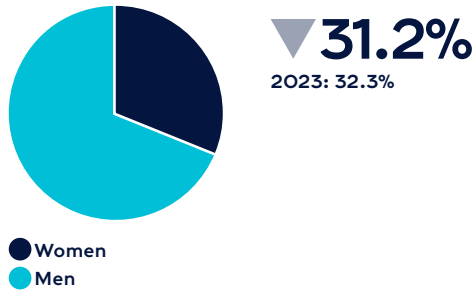
Throughout this report you'll see these icons to indicate where you can find out more

→ **Read more**

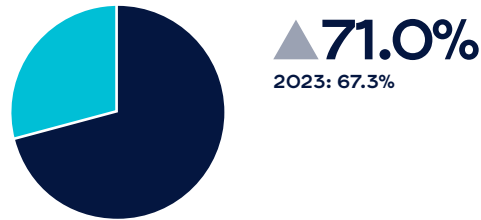
⊕ **Visit website**

RATHBONES 2024 DATA AND PROGRESS OVERVIEW

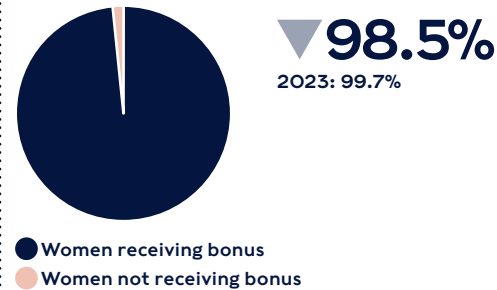
MEAN HOURLY GENDER PAY GAP



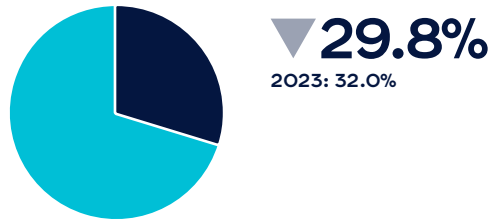
MEAN BONUS GENDER PAY GAP



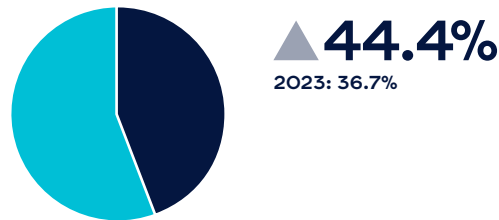
PROPORTION OF WOMEN RECEIVING A BONUS



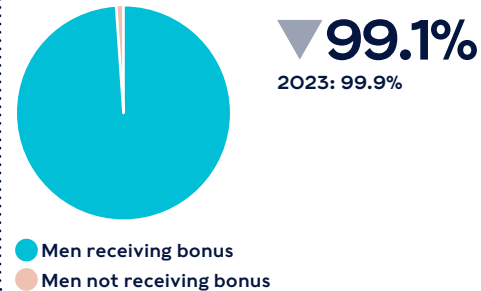
MEDIAN HOURLY GENDER PAY GAP



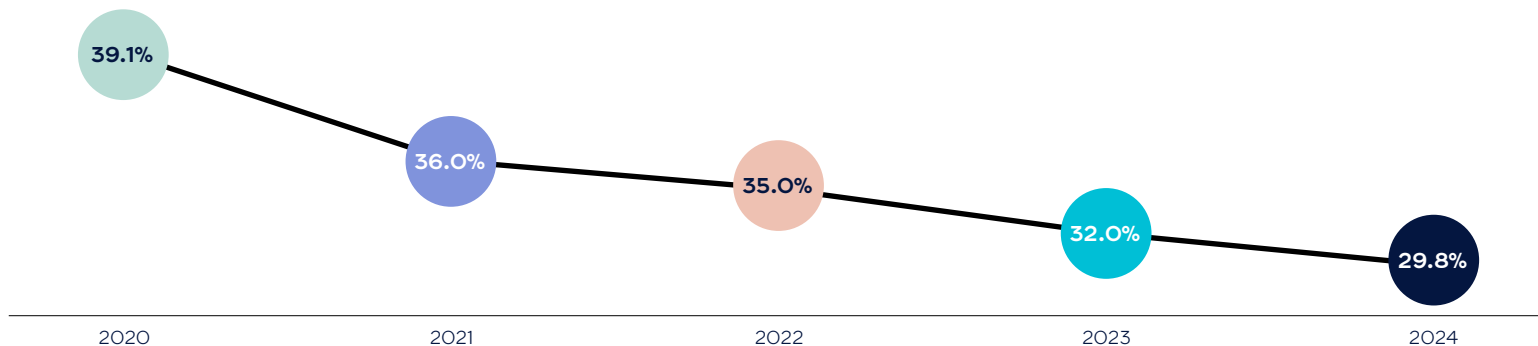
MEDIAN BONUS GENDER PAY GAP



PROPORTION OF MEN RECEIVING A BONUS



FIVE-YEAR PROGRESS FOR MEDIAN HOURLY PAY GAP



NARRATIVE ON PERFORMANCE

The gender pay gap is calculated using the median and the mean average hourly pay for men and women at 5 April 2024. The difference between the two figures is our gender pay gap.

Our 2024 data shows that our mean gender pay gap has reduced to 31.2%. The recent year's trends (see below) reflect the impact of our ongoing efforts to create a more balanced Rathbones and we're focusing on our progress; we know it's slower than we would like and we are committed to staying on the right track to continue making progress to close the gap.

Our gender pay gap exists because of inherent issues we're working hard to address. 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 underrepresentation 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 2024 we have 30.4%.

RATHBONES 2024 DATA AND PROGRESS OVERVIEW CONTINUED

NARRATIVE ON PERFORMANCE

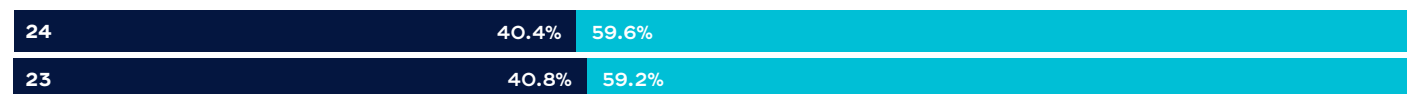
The quartile data looks at the proportion of men and women in each 25% of the hourly pay analysis when ranked from highest to lowest. This data highlights the demographic make up of our organisation. As the percentage of women in the upper and upper middle quartile bands increase, our gender pay gap will decrease. Internal progression is a key factor in our employee development and how we support women at work.

PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE

Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



● Women
● Men

ACTIONS FOR GENDER BALANCE



Our commitment to achieve greater female representation in leadership roles

We are signatories of the Women in Finance Charter. When we signed up to that in September 2018, we had 15.6% female representation in senior management roles. As of September 2024, we had 30.4%. Our commitment and target for the Women in Finance Charter is to reach 35% by September 2027.

At the end of 2024, four of our nine board directors are female, meeting our commitment of 40% female board representation for FTSE 250 companies. We have three female non-executive directors, achieving our commitment to meet Lord Davies's target of 25% female board representation. Across the company, we continue to be close to 50:50 gender balance.

Our internal Gender Balance Network continue to champion and amplify the voice of women across the business. Working closely with their Group Executive Sponsor and making sure that feedback from the network is heard by our Group Executive Committee. The network regularly meets, to connect colleagues from across the business and provides the opportunity to create safe spaces, informal mentoring and advocacy for our female colleagues



Investing in our people

People need new skills and variety across longer careers and expect businesses to live their values more than ever. Wellness is critical; non-work pressures matter; hybrid working is here to stay. That means investing in our people in a holistic way.

We offer hybrid working, built on responsibility, client needs and shared agreements. Working together face-to-face is an important part of our culture, and so people are asked to be in the office an average of (at least) two days a week, and to collaborate when teams are together. How, where, and even when we work best will vary depending on the type of role.

We invest in learning and development and establishing the technology and physical work environments that create positive ways of working and enhance wellbeing. It means investing in career development to help colleagues deliver exceptional client service and doing this over the long term, as careers are getting longer and seeing colleagues go through many of life's changes.

We also provide a comprehensive benefits package focusing on wellbeing and prevention to meet the needs of all of our people.



Supporting women in the workplace

2024 was a year of integration work, bringing the Rathbones Group and IW&I business together. Therefore naturally we have worked on combining our People policies, procedures and benefits. We have not only combined these policies but also sought to understand the market, what is best practice and aimed to be very competitive with all the decisions we have made.

With this in mind we recognised that the family friendly policies were the first that we needed to put into place as colleagues still needed the ability to make family decisions. In July 2024 we launched our new parental leave policies. Addressing the internal funding for parental leave from a central budget as opposed to impacting the business P&L. We also increased Paternity Leave from two weeks to six weeks full pay.

In January 2024 we launched a new benefit provided by Fertifa, providing fertility and menopause support.

Our Menopause Matters@Rathbones employee network has continued to grow and advocate for menopause awareness in the workplace. Culminating in being recognised for a highly commended award at the industry PIMFA D&I awards.



Early careers female talent

Rathbones has been partnering with Future Assets (Scotland) for a number of years and we are proud to engage with initiatives that encourage high school girls in Scotland to look at the world of investment as a career option.

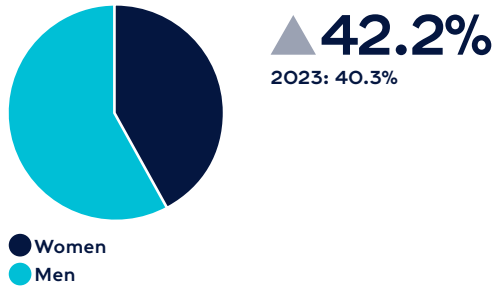
In 2024 we initiated a new partnership with GAIN (UK) who similarly inspire and empower the next generation of women and non-binary investment professionals by providing a platform for learning, career development and networking.

Rathbones continues to grow our graduate recruitment programme with an emphasis that the programme attracts and hires a balanced and diverse cohort each year. In 2024 our graduate intake was 42.9% female.

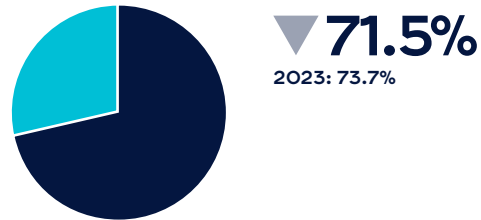
We are also working towards building out the apprenticeship opportunities at Rathbones and we will look forward to sharing more about this in next year's report.

INVESTEC WEALTH & INVESTMENT 2024 GENDER PAY GAP RESULTS

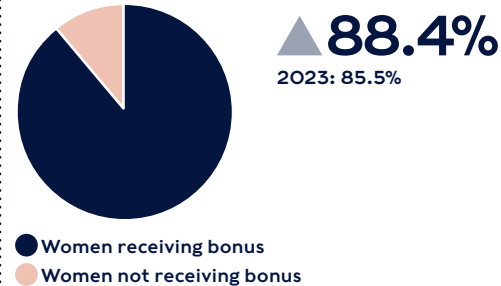
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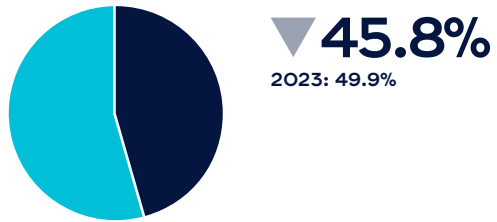
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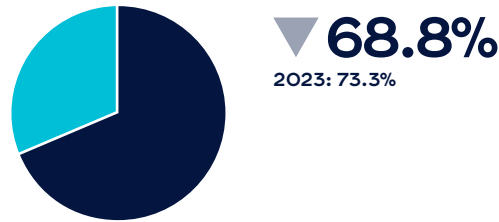
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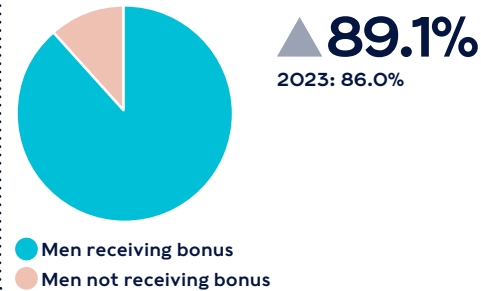
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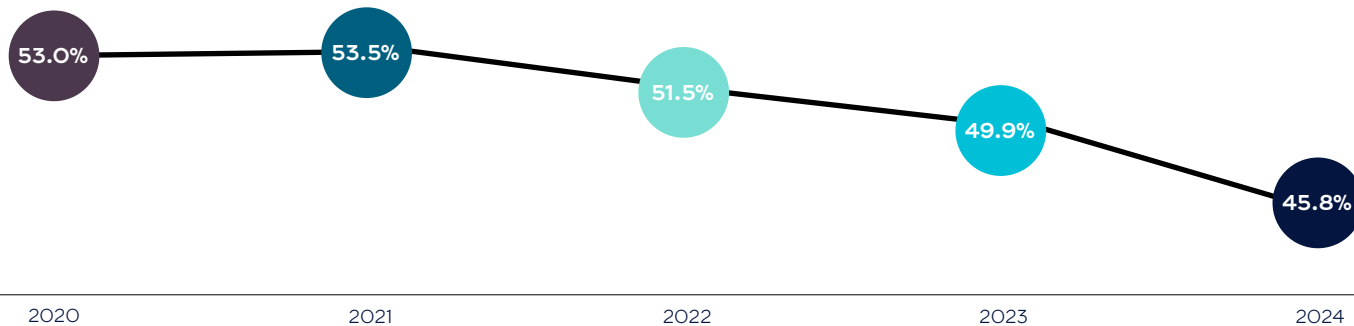
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PROPORTION OF MEN RECEIVING A BONUS



MEDIAN HOURLY PAY GAP HISTORY



NARRATIVE ON PERFORMANCE

HOURLY PAY GAP

The median hourly pay gap has again reduced and is at its lowest level in the last five years. Increased representation of women in the upper quartile and a decreased representation in the lower quartile (shown on the far left) will have helped to drive this.

BONUS GAP

A large portion not receiving a bonus are individuals who joined after 1 January 2023 and therefore were not eligible for bonuses in June 2023 due to not being with the business long enough to be considered.

INVESTEC WEALTH & INVESTMENT 2024 DATA AND PROGRESS OVERVIEW CONTINUED

NARRATIVE ON PERFORMANCE

HOURLY PAY GAP

Proportion of females in the upper quartile has, similarly to 2022 and 2023, increased.

Proportion of females in the lower middle quartile has slightly reduced whilst the proportion in the lower quartile continues to reduce.

PROPORTION OF WOMEN AND MEN WITHIN EACH PAY QUARTILE

Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



THE WIDER CONTEXT OF OUR INCLUSIVE CULTURE

COMMITMENT TO INCLUSION

At Rathbones our work to embed an inclusive culture is well established. We have had a strategic focus and internal targets set for the last three years. We reported last year how our Inclusion Networks had worked at speed in the combination with IW&I and the Rathbones business to develop our now eight networks in January 2024. These networks cover community groups from:

- Abilities Count
- Armed Forces Network
- Gender Balance
- Generations Network
- Pride
- Menopause Matters@Rathbones
- Multicultural Network
- Social Mobility Network

The networks worked towards a calendar of events, activities and sharing of stories and information throughout 2024. With all the Networks coming together to deliver on National Inclusion Week and taking the Networks on a Roadshow to four of our largest office sites: Bristol, Edinburgh, London and Liverpool.

Rathbones has been using an employee engagement survey for a number of years, through which we seek feedback from our colleagues about diversity & inclusion. We are able to measure the sentiment through this survey, analyse the data by gender and receive direct open text feedback. During the Summer 2024 survey we had a 72% participation rate demonstrating the high number of colleagues who want to engage and give the business feedback.

The inclusion work continues to evolve and as the business progresses, we have plenty of opportunities to embrace and our people feel empowered to do more.



LOOKING FORWARD

Looking ahead, Rathbones continues to focus on our Inclusion strategy, to embed a culture of inclusion in everything that we do, with the following priorities for the immediate next 12 months:

1. We implemented a new HR system in late 2023. We have continued to build out its capability and automate as much as we can through this system. With the combination of IW&I we will be transferring all colleagues into one employing entity and therefore onto the same HR system. We will then have a real focus to enhance the demographic information of employees shared across the whole group. Our ability to report on this data will continue to grow and be more comprehensive.
2. We continue to be committed to seeking more diversity in our colleagues, being more representative of the communities in which we operate and the Rathbones client base of today and in the future. Being intentional in our recruitment, retention and development opportunities, to address the challenge of increasing the diversity of our colleagues in senior leadership positions.
3. We have been listening to our colleagues and recognise an opportunity to design a leadership development opportunity for minority groups that will complement our group leadership training suite. This will also be supported by the renewed mentoring programme and a pilot reverse mentoring programme we plan to implement in 2025.

INCLUSION PARTNERS WE WORK WITH



RATHBONES

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