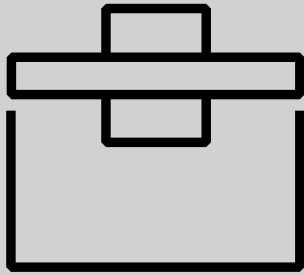


Brokson LTD Gender Pay Gap Report 2023

BROOKSON
A PEOPLE2.0 COMPANY



1. INTRODUCTION

The Brookson ethos is that there is always a better way – and we wholeheartedly follow this ethos in all aspects of our business activities. We are committed to creating a diverse and inclusive organization where all our capable people can succeed irrespective of their background or gender. Our overall aim is to build teams at all levels which are fully representative of the local communities in which our offices are situated.

Since 5th April 2017, the UK Government has made it a requirement that all employers with 250 or more employees in England, Scotland and Wales publish their gender pay gap. This requirement involves a representation of gender pay gap by three particular measures – hourly rate, pay quartiles and bonus pay level and proportion of women and men receiving it.

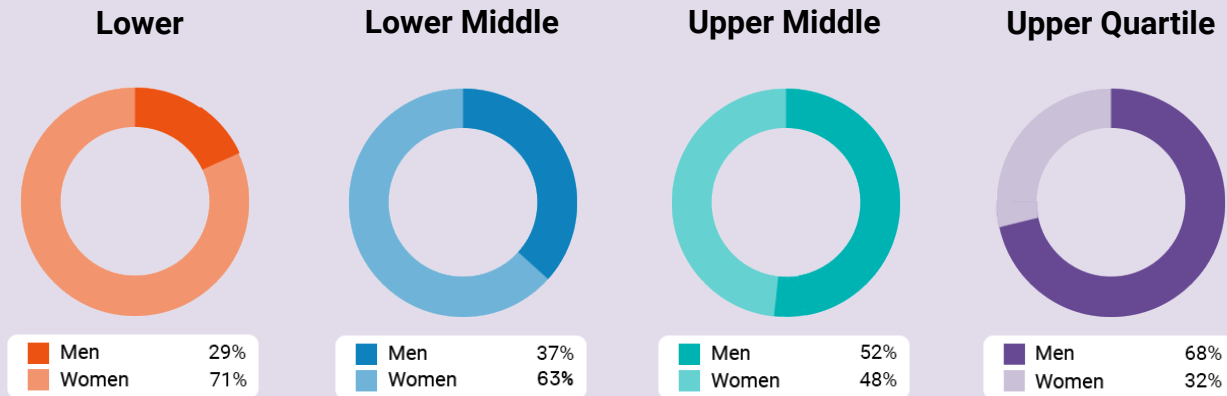
It is worth being clear at this point that these gender pay measures are not a representation of equal pay – we are wholly committed to equal pay and we are confident that across our business women and men are paid equally for doing equivalent jobs.



2. MEASURES

PAY QUARTILES MEASURE

Let's look at the split of women and men across the different levels of role in our organization.



Brookson Limited continues to employ more women than men in relation to two of the four quartiles which is similar in the previous year. There has been a slight decrease in the percentage of women employed in the Upper Middle class this year but there has been an increase in the percentage of women in the Upper Quartile.

“

“Brookson Group Limited Employs More Women Than Men in Relation in Two of the Four Quartiles.”

”

HOURLY RATE MEASURES

The average gender pay gap for the Financial Services industry is estimated at 14.5% (PwC Women at Work Index 2022).

GENDER PAY GAP

Median

Mean

36.41%
Higher

31.24%
Lower

The measures show that the median and mean pay levels for women who work at Brookson Group Limited are 36.41% higher and 31.24% lower than those of men who work for the business. The median is an increase on the previous year, whilst the mean has seen a decrease. This pay gap is driven by the predominance of men in the upper quartile in particular, those in receipt of monthly bonuses and commissions.

BONUS PAY

BONUS PAY GAP

Median

Mean

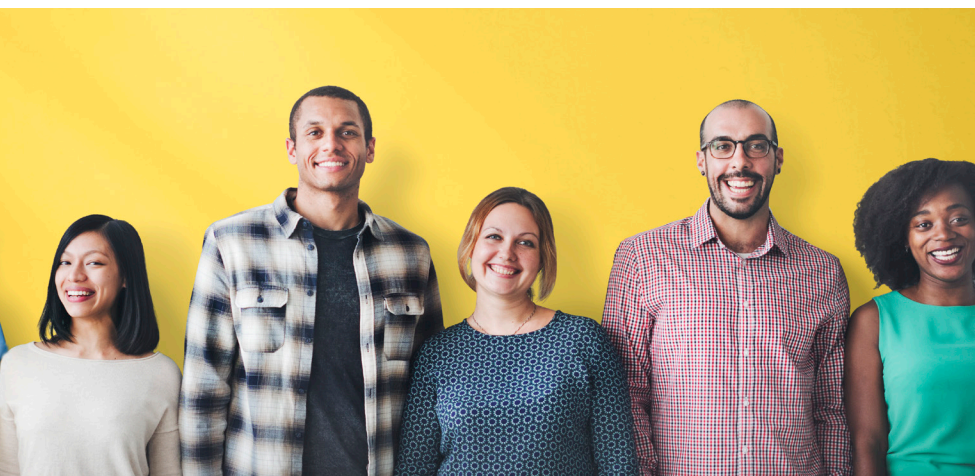
65.12%
Higher

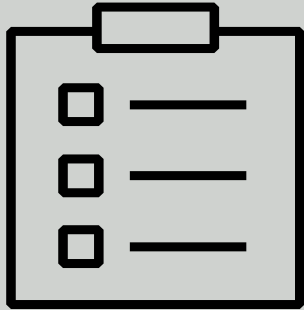
74.57%
Higher

71% of men and 61% of women received a bonus. The gender pay gap in bonus pay above is driven by the proportion of men in the upper pay quartile, and in particular the bonus scheme for the Board members in this quartile.

68% of the top paying roles in the business are held by men and these roles typically earn the highest bonuses subject to the financial performance that they deliver.

Both the median and mean bonus pay gap has increased from last year. Across the business the majority of staff, both male and female receive bonuses. These bonuses are for a range of schemes that are paid monthly, quarterly and annually.





3. OUR TARGET

As in prior years we committed to increasing the proportion of women in our top quartile in order to ensure that the gender pay and bonus gaps highlighted would reduce significantly over time. This is still a work in progress that hasn't directly impacted the gap immediately. This continues to be an ongoing commitment for Brookson Group Limited and we will continue to work on the following initiatives with the intention of improving in future years.

WE HAVE IMPLEMENTED THE FOLLOWING INITIATIVES

- Board commitment that Gender Pay Gap is a fixed agenda item at Board Meetings
- A recruitment process which requires senior management and director short lists to be diverse
- Carry out quarterly salary and benefits survey to ensure that we are paying in line with or above market rate
- Carry out internal role salary reviews to ensure salaries are comparable based on experience and qualifications and harmonise accordingly
- A real focus on the talented and capable women in our organization in our learning and development and succession planning activities
- Increased availability of flexible working opportunities in all our roles, especially the senior roles.

DECLARATION

I confirm that the information and data provided is accurate and in line with mandatory requirements.

A handwritten signature in black ink, appearing to read 'M Fryer', is positioned above a horizontal line.

Matt Fryer
Managing Director