

GENDER PAY AT A GLANCE

APRIL 2018



Julie Adams, **Senior Partner**

We are a professional services firm where more than 55% of our staff are females, and a significant number of them are in administrative roles. Inevitably, this employee profile impacts on our gender pay gap, and we are making significant progress to reduce this gap.

Our broader reward strategy is to ensure fairness and equity at all levels, whilst recognising and valuing diversity of talent in a highly- competitive marketplace. In recent years, and as a direct result of employee feedback, we have introduced a suite of employee lifestyle-linked benefits to all staff to enhance their health and financial wellbeing.

We will continue in our efforts to ensure we undertake the right reward strategies to promote talent, fostering a culture of diversity and inclusion to ensure talent are rewarded fairly, and clients get the best possible service from us.



Headlines

Fair rewards for all employees

Opportunities for talent to pursue meaningful careers, supported by active career sponsorship and our Menzies Academy

Employee bonuses are paid in only exceptional circumstances – our bonus gap this year is distorted by a small number of irregular commission payments made in a niche part of our business.

	Mean	Median
Gender Pay Gap	17.3%	28.2%
Gender Bonus Pay Gap	78.83%	89.24%

Quartiles	Males	Females
Upper	61%	39%
Upper Middle	47%	53%
Lower Middle	42%	58%
Lower	36%	64%



4.6%

The proportion of males and females receiving a bonus payment



1%

MENZIES
BRIGHTER THINKING