

Gender Pay Gap

Report as at April 2024



JM Finn's D&I committee members

Having a diverse and inclusive workforce brings many benefits to a business. It helps avoid biases, both conscious and unconscious, that can arise from an imbalanced employee makeup and can encourage people to feel empowered to be themselves whilst drawing from their unique strengths and perspectives to drive innovation. A diverse team can also better reflect our client base, allowing the business to understand and meet their needs more effectively.

Equality in the workplace requires a focused effort but does not happen overnight. Being a responsible employer who values diversity puts us on the right path.



It will take time but I am convinced we are on the right track.

As CEO of JM Finn, I have made diversity and inclusion a priority in our growth strategy. I am the accountable executive on the Diversity & Inclusion (D&I) committee, which is in place to drive change throughout our business. It will take time, but I am confident we are heading in the right direction. With the whole team engaged and committed, we can create a fair environment for all employees to grow and thrive.

Hugo Bedford, CEO

Reporting legislation

All firms with more than 250 employees are required to publish statutory calculations that indicate a pay gap between how much men and women are paid. These calculations are a snapshot based on data as at the 5th April 2024 and are required to be published on the government's website as well as the employer's site within a year of this date.



Our annual equal pay audit gives me comfort that we are fostering an environment of equal opportunities.

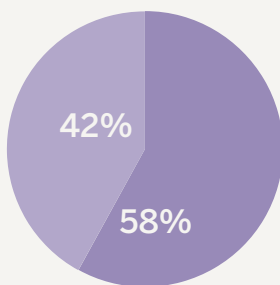
Gary Merrick, Head of HR

Hourly Rate		
	Mean	Median
Male	£62.32	£38.84
Female	£29.17	£22.60
Pay Gap	53.2%	41.8%

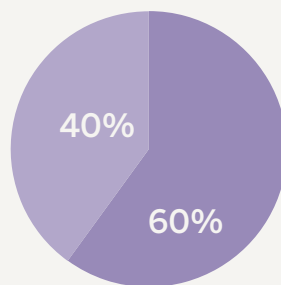
Bonuses			
	Received a bonus	Mean	Median
Male	90%	£72,473	£16,150
Female	95%	£16,615	£7,307
Pay Gap	-	77.1%	54.8%

Gender representation by pay quartile

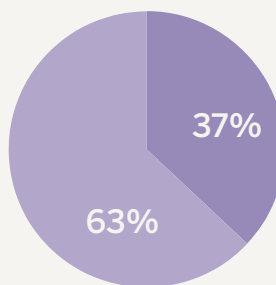
1st Quartile



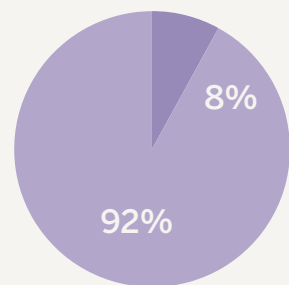
2nd Quartile



3rd Quartile



4th Quartile



Male Female

What our statistics mean

Our gender pay gap continues to reflect an under-representation of women in senior roles, especially in client facing roles, within the firm. The five year numbers also show how sensitive the data can be; whilst the 2023 data represented a small reduction in the gap, a few senior male hires are reflected by an increase in the mean hourly pay gap for 2024.

It is important to acknowledge the difference between the pay gap and equal pay, the latter ensuring that pay is the same for the same job, no matter what. When I arrived at JM Finn, an early project I initiated was an equal pay audit. We now do this annually which gives me and my fellow

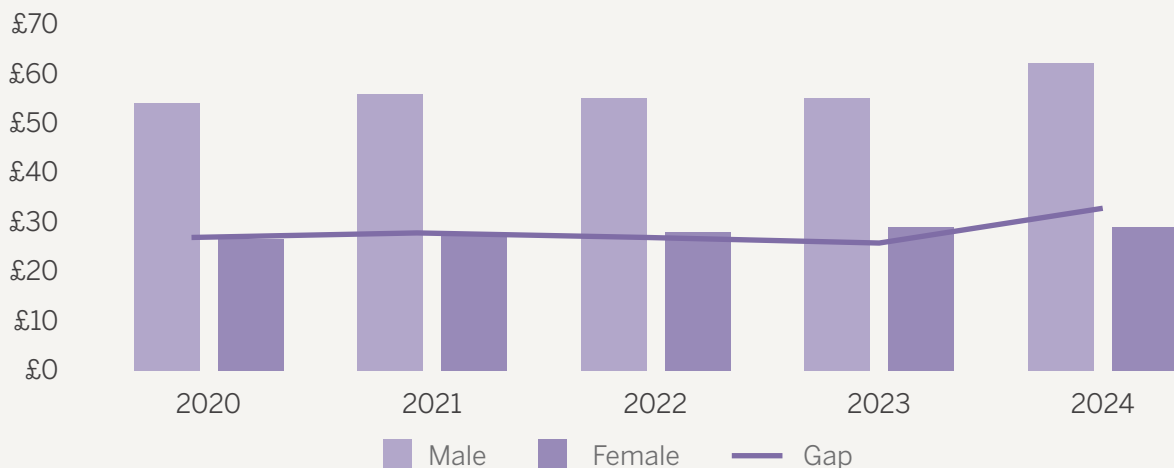
management colleagues comfort that we are fostering an environment of equal opportunities.

We continue to take proactive steps to shape a more diverse workforce in years to come and becoming a signatory to the Women in Finance Charter was one such initiative which puts diversity on the agenda at management level. Over time we believe that by focusing on our stated initiatives we can close the gap that we have identified and achieve a more diversely balanced workforce, while continuing to employ the best people.



Gary Merrick, Head of HR

Mean Hourly Pay



Women in Finance Charter

JM Finn has been a signatory to the Women in Finance Charter since 2019, a government-led initiative designed to encourage gender balance at all levels across financial services firms. By signing up to the Charter, firms:

- indicate their commitment to support the progression of women into senior roles;
- set targets and implement the right strategy for their organisations to achieve those targets; and
- publicly report on progress to deliver against their targets to support the transparency and accountability needed to drive change.



Our stated goals are as follows:

- Work toward 30% representation of women in senior management.
- Aim for 50/50 gender split for applicants to IM Trainee scheme.
- Review and formalise our hiring policy to broaden the pool of talent available to us.
- Offer coaching pre- and post-maternity leave for all employees.
- Offer at least one specific leadership coaching session per year for women.
- Initiate a mentoring programme.

Visit www.jmfinn.com/womeninfinance to review our annual update on progress.

How do we change our gender pay gap?

Our diversity and inclusion initiatives aim to create a fair environment where the best people want to stay and succeed. We know it is going to take time, but as a business we are committed to changing the current imbalance within our work force.

Having signed the Women in Finance Charter in 2019 we have implemented a number of goals that put the issues at the heart of the business. We have also a series of initiatives which we believe, over time, will help us address the imbalance in the long term:

- Each year we conduct an annual equal pay audit.
- In 2023 we initiated our inaugural staff survey to help us gather more insights into the drivers that motivate our staff.
- We have updated our family policies to further encourage returners from parental leave.
- Coaching for pre- and post-maternity continues to be offered to all staff. Feedback suggests this is invaluable in helping people set and manage their own, and their colleagues' expectations.
- A women's network has been established to promote collaboration.
- We have a comprehensive mentoring programme involving staff across the business, with greater support and guidelines to help keep the programme relevant and beneficial to participants.
- Hiring managers now receive ongoing training to address unconscious bias and reinforce the benefits of a diverse workforce.
- We have continued with our successful *Young Women in Work* programme which is designed to help us engage with a younger audience about career choices and change the perception of the financial services industry at the grass roots level.
- We work with GAIN (Girls are Investors), a charity committed to inspire girls to get into the investment industry and ran a successful internship programme in 2024.
- We continue to be active in industry-wide initiatives designed to promote the success of women in the industry in the belief that these initiatives can deliver excellent role models for others.
- The firm is a member of Women on Boards, an organisation that aims to improve diversity in senior leadership.
- We have engaged the services of a leadership expert with appropriate experience in governance, regulation and talent management to broaden the training programmes for senior management, as we look to build relevant networking and focus groups across the business.
- The firm offers an Employee Assistance Programme to help all staff manage their work, life and health.
- To ensure we continue to promote on merit and to remove any inherent biases, we have convened a promotion panel to approve any promotion recommendations and assess any situations where someone may have been overlooked.
- Our hybrid working policy helps create an environment in which our employees can work with an appropriate balance between office time and homeworking.
- We have sponsored a number of initiatives designed to align with our goals to improve our diversity of staff and clients, including:
 - a 7 year association with England cricket superstar, Tammy Beaumont
 - sponsorship of an annual Women's Cricket Award
 - support and sponsorship of one of our colleagues in her bid to row across the Atlantic as part of an all-female team.

Follow us on:



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