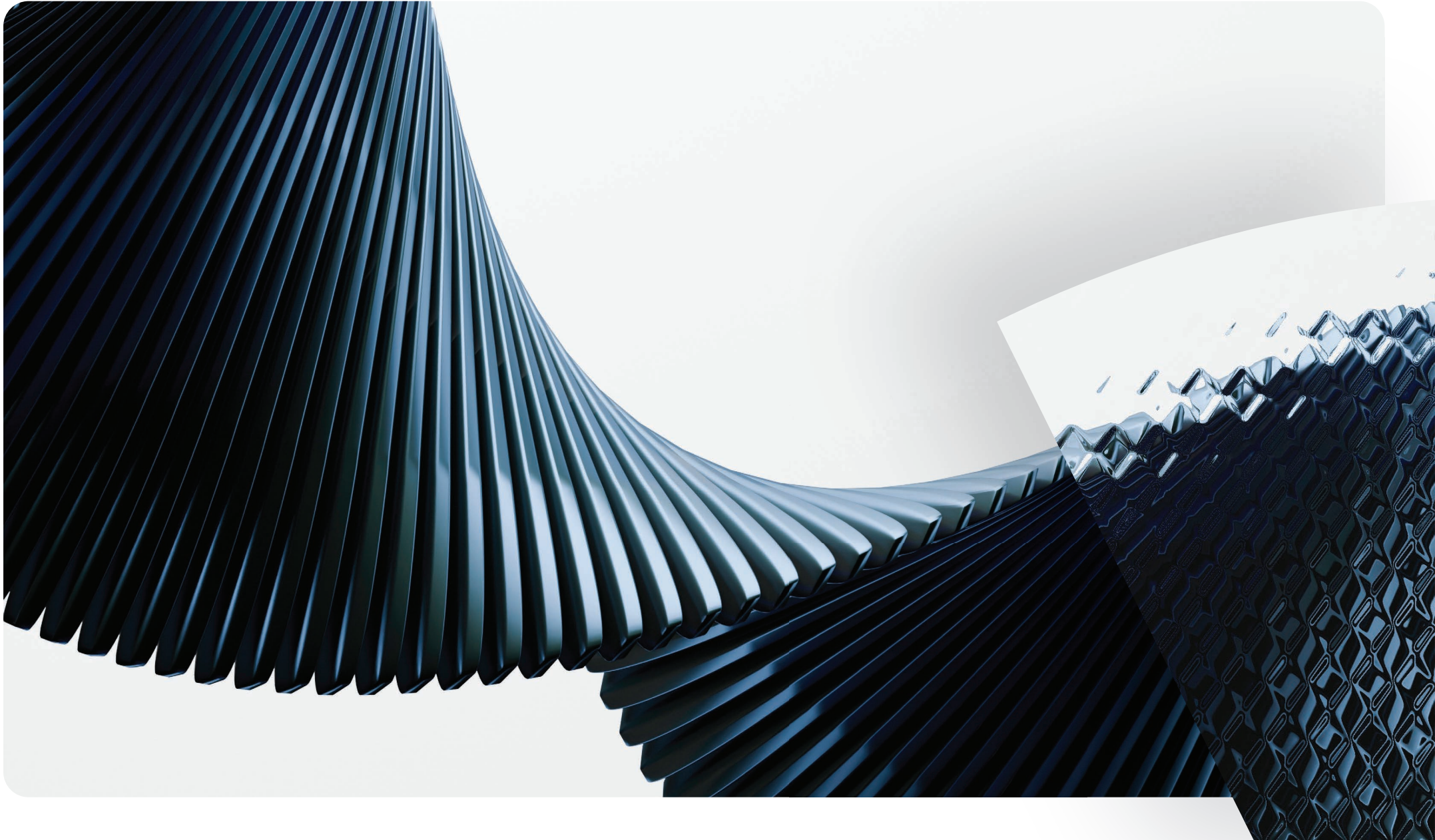


Gender pay gap 2025

Making our firm a great place to work for everyone





Welcome

All businesses with more than 250 employees are required to publicly report their 'Gender Pay Gap'. This document contains our Gender Pay Gap results for the year ending 5 April 2024.

Based on the government mandated calculation method, our results reveal that, for this reporting period, the mean and median hourly rate for women in our firm is higher than for men for the third consecutive year.

We work hard to make our organisation a great place for everyone. Driven by our Values, we are committed to promoting respect for all, recognising that we each have different needs and circumstances. Rewarding every one of us fairly for the contribution that we make is an important part of this ethos.

I confirm that PKF Littlejohn's Gender Pay Gap calculations are accurate and meet the requirements of the Regulations.

Dominic Roberts,
Managing Partner

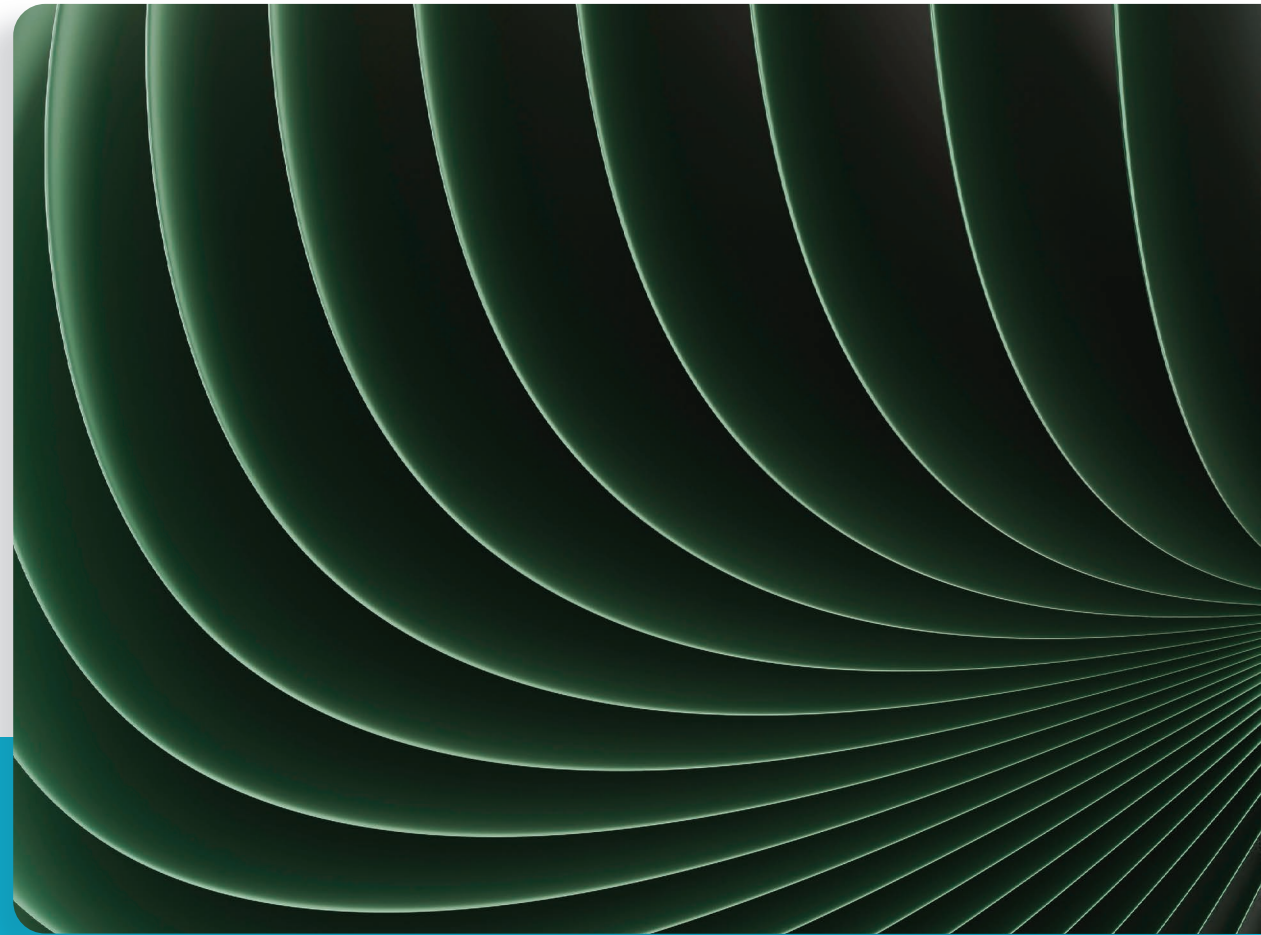
The results

What is the gender pay gap?

The Gender Pay Gap is the percentage difference between the average hourly earnings between men and women within organisations regardless of their role or seniority.

This report does not say that men are paid less than their female counterparts in the same role – that is what equal pay legislation protects. It instead asks us to consider the balance of males and females across all levels within our firm and to measure the pay differential irrespective of grade or seniority.

Where we do have a gap, it is important to understand that this is not the result of differences in pay between men and women for equivalent work across our firm.



What are our headline results?

The following data are required under the Gender Pay Gap Regulations, which we will explain further later, and relate to the year ending 5 April 2024:

Women's mean hourly rate is

3.1%

higher than men's

In other words, when comparing mean hourly rates, women earn £1.03 for every £1 that men earn

Women's median hourly rate is

18.3%

higher than men's

In other words, when comparing median hourly rates, women earn £1.18 for every £1 that men earn

Women's mean bonus pay is

0.5%

higher than men's

Women's median bonus pay is

3.2%

lower than men's

Received a bonus in the year to April 2024

52.3%

47.3%

men women

The results

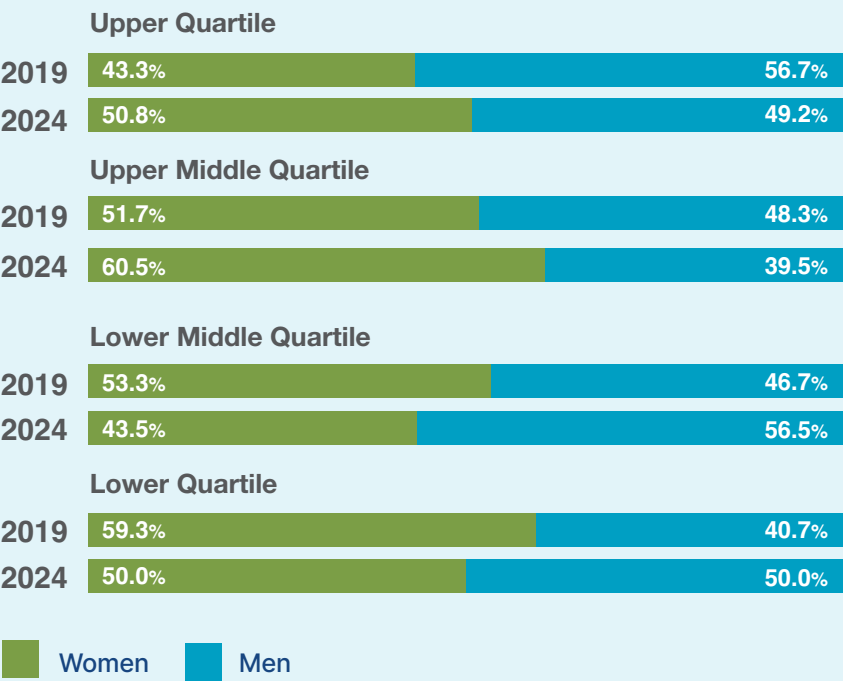
The comparison of the 2024 snapshot with results from prior years shows the progress we continue to make. This is **indicative of the support that we provide to all of the people in our workplace** irrespective of gender.

The evolution of our Gender Pay Gap results over time also reflects **our growth and the changing demographics** of the people in our data set. As the chart shows, we have significantly increased female representation in our senior level roles since 2019, whilst our trainee intakes in this time period have become more balanced in terms of the gender distribution.

When comparing mean hourly rates **women earn...**  **for every**  **that men earn**

The difference between the mean hourly rates for men and women in are firm are **less than 5% for the second time in three years**

How women and men’s role seniority has changed within the firm from 2019 to 2024



Note: The statutory data are for the year ending 5 April 2024 and have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



The results

How do we measure the Gender Pay Gap?

The mean Gender Pay Gap is a measure of the difference between women's average hourly pay and men's average hourly pay across the entire firm. The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly pay of the person in the middle. Therefore, the median gender pay gap is the difference between the middle-paid female and the middle-paid male.

What do these results mean?

Our gender pay gap is driven by our gender mix: we have a reasonable balance of men and women at most seniority levels within our firm. This gender mix has evolved in recent years: we now have a greater proportion of females in the top two quartiles than we did in the past, as well as significantly more senior female employees across the firm than before.

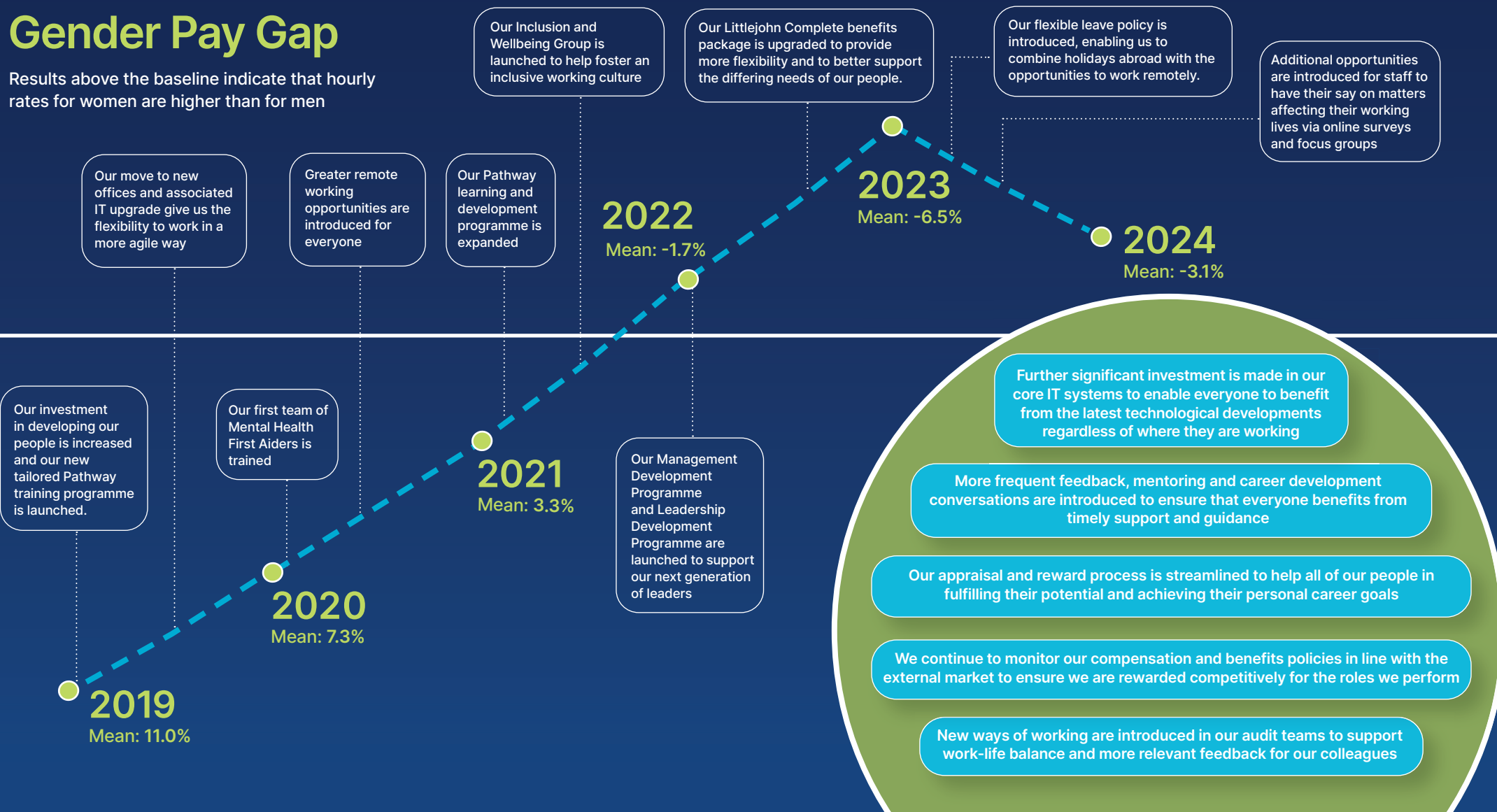
What are we doing?

We have transformed how we operate as a firm over the past few years, increasing our ability to embrace agile working, investing in training and development, and enhancing our benefits to create a rewarding and engaging working environment for all. This is reflected both in our financial performance and our gender pay gap results.

We will continue to evolve our business and assess our performance in these important areas to ensure that we are inclusive and supportive to everyone in our organisation. We look forward to sharing the results of this work with you in the future.

Gender Pay Gap

Results above the baseline indicate that hourly rates for women are higher than for men





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