

Aberdein Considine Gender Pay Report to Apr-17

	Male	Female
Mean Gender Pay Gap		44%
Median Gender Pay Gap		29%
Mean Bonus Pay Gap		77%
Median Bonus Gender Pay Gap		0%

Proportion of Relevant Employees Receiving Bonus

73%	59%
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Proportion of Males and Females in each quartile pay band

Upper Quartile	63%	37%
Upper Medium Quartile	33%	67%
Lower Medium Quartile	33%	67%
Lower Quartile	24%	76%

Aberdein Considine is a private Scottish partnership and for complete transparency and in spirit of gender pay gap report we have decided to include earnings for all employees and partners to give a true indication of our gender pay gap.

Overall our gender and bonus pay gaps are higher than we anticipated but as a firm we are committed to reducing this and we have already implemented steps last year to reduce the gap.

We have an equal pay policy across the firm ensuring males and females in the same roles are remunerated the same.

Pay Gap

The mean gender pay gap is high primarily down to the fact that the majority of senior positions held in the firm both at partner and employee level for the relevant period are held by males. Over the last twelve months the firm has introduced a new promotion process for senior managers up to director level. This process adds transparency and clear guidance on how members of the firm can move into senior positions. We are confident this new process will increase the number of females in senior positions over the next few years and ultimately reduce our gender pay gap.

Bonus Pay Gap

Our financial services division has a remuneration scheme that involves a monthly commission payment and the majority of these are male which impacts on the results. The firm has developed a new firm wide bonus scheme which is based on level of attainment of targets and bonuses are calculated as a percentage of salary. We expect this to significantly improve the bonus gender pay

gap and increase the proportion of females receiving a bonus. The next report covering the period to April-18 will have bonus figures based on this new scheme.

Declaration

I confirm that the above information is accurate and has been calculated in accordance with government guidelines.

Jacqueline Law

Managing Partner