

Gender pay gap 2023

Making our firm
a great place
to work for
everyone

PKF



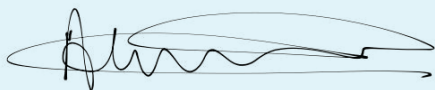
Welcome

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 2022.

The data show that we are continuing to improve our performance based on the government mandated calculation method. In fact, our results reveal that the mean and median hourly rate for women in our firm is higher than for men – this is something that very few of our peers have been able to achieve.

We work hard to make our firm a great place for everyone: in line with our Values, we are committed to promoting respect for all, recognising that we each have different needs and circumstances, and rewarding every one of us fairly for the contribution that we make.

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 are the data required under the Gender Pay Gap Regulations, which we will explain further later, and relate to the financial year ending 5 April 2022:

- Women's mean hourly rate is 1.7% higher than men's. In other words, when comparing mean hourly rates, women earn £1.02 for every £1 that men earn
- Women's median hourly rate is 2.3% higher than men's. In other words, when comparing median hourly rates, women earn £1.02 for every £1 that men earn
- Women's mean bonus pay is 0.5% higher than men's
- Women's median bonus pay is 17.1% higher than men's

- 53.2% of women, and 46.8% of men received a bonus in the year to April 2022

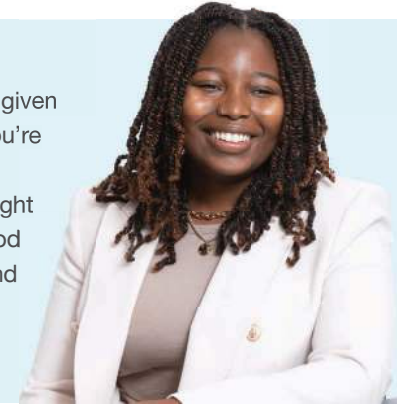
The comparison of our 2022 snapshot against our performance captured on the same date in prior years shows the progress that we are making, with significant improvements in the mean and median performance due to a greater focus on female participation at our senior levels.

These results compare favourably to our peers, many of which report mean and median hourly rates that are higher for men than for women.

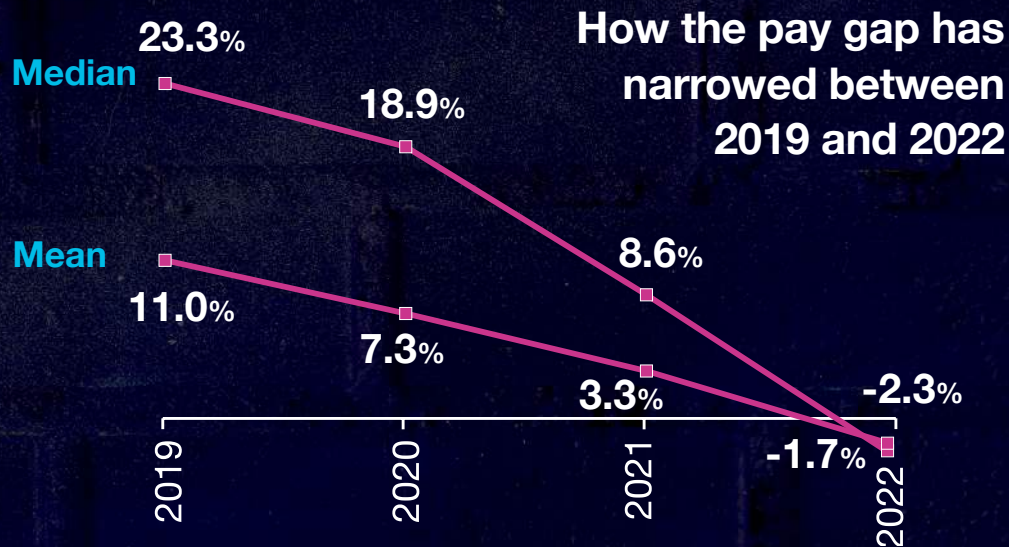


I've always felt supported and been given opportunities to progress and develop. If you're ambitious, then you can fulfil your potential here, regardless of what labels the world might attach to you. There's transparency and good communication, so everyone can understand how and why decisions are made."

Taku Saburi, Lead Assistant Manager



The results



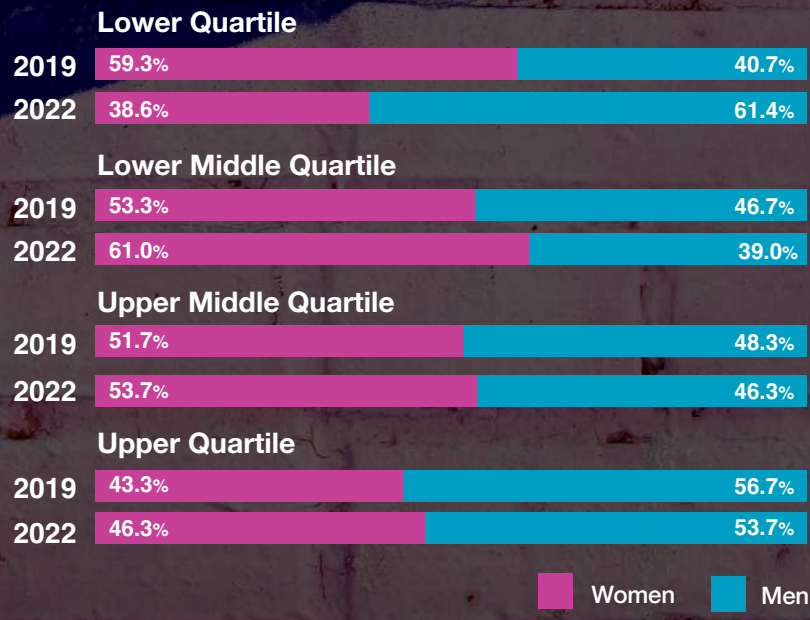
When comparing median hourly rates women earn...



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.



How women and men's role seniority has changed within the firm from 2019 to 2022



Note: The statutory data are for the year ending 5 April 2022 and have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

The results

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, although we have a greater number of men in the lowest quartile.

This gender mix has evolved in recent years. For example, we now have a greater proportion of females in the top two quartiles than we did in 2019. We also have significantly more female Directors across the firm than before, with three-quarters of the people promoted to Director level last year being female.

We expect this progress to be maintained as we continue to develop as a firm.



“ I’ve been working part time for a number of years. It means that I can enjoy those precious times with my family as my children are growing up, without sacrificing my career. In the professional services sector as a whole, there’s a perception that you can’t be a Partner and also work part time. That’s wrong - and I’m pleased that PKF is helping to challenge it. There’s a recognition at all levels of the firm that family is important, and that feeds through into how we operate.”



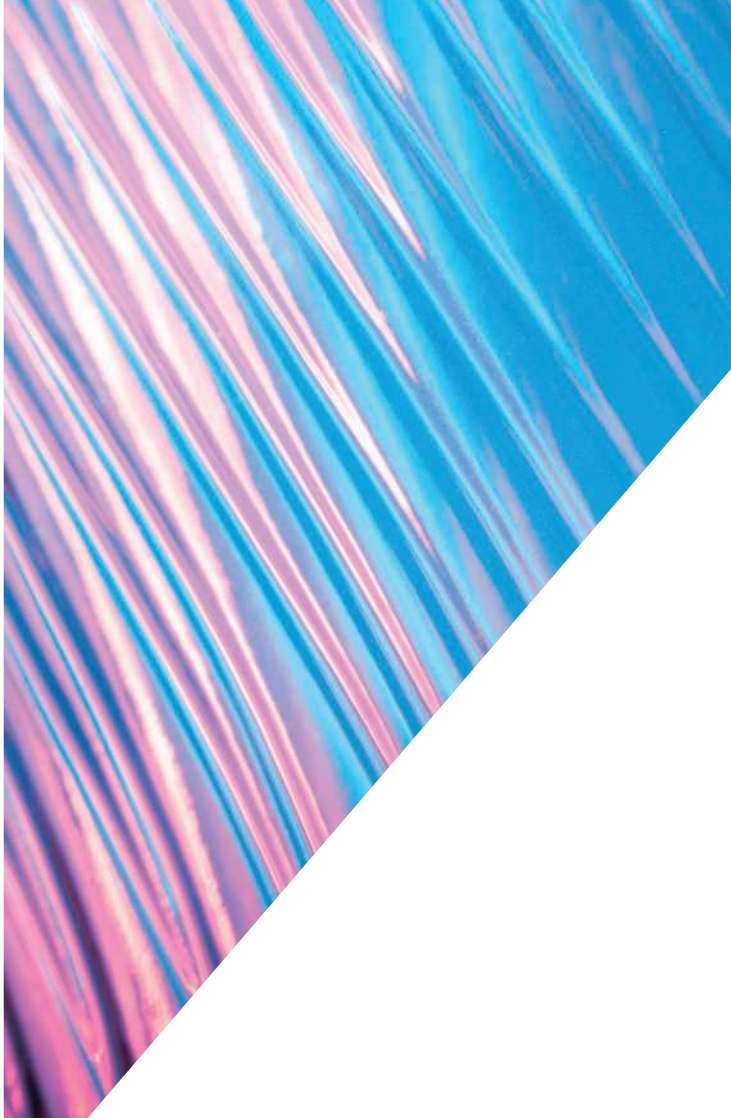
Cheryl Court, Partner

What are we doing?

We have transformed how we can operate as a firm over the past few years, increasing our ability to embrace agile working and developing our offer to drive an engaged and satisfied workforce. For example:

- ✓ We are continuing to **improve and extend our flexible working policies**, with a growing number of people throughout our business (including Partners and Directors) choosing to work reduced or more flexible hours
- ✓ Our Agile Working Policy supports **greater remote working opportunities** for all staff. Our approach is designed to enable our people to benefit from a flexible working model while ensuring that we all are amongst colleagues on a regular basis to continually develop our on-the-job knowledge
- ✓ We have increased our **investment in developing our staff** to support and enable us all to progress our careers and fulfil our potential according to our specific needs and preferences. We have expanded our Pathway training curriculum and introduced new initiatives such as our Management Development Programme and Leadership Development programme
- ✓ Our Inclusion and Wellbeing Group supports the firm in **continuing to foster an inclusive working environment and culture**, and to ensure we provide opportunities for all our people to succeed and progress our careers and personal development in a variety of ways
- ✓ We **continue to develop our wellbeing activities** – which include external Employee Support lines available for our people to request help confidentially; qualified Mental Health First Aiders to enable our people to speak in confidence with colleagues when they are looking for additional support or someone to talk to; and access for everyone to the Peppy Health app
- ✓ Our Littlejohn Complete benefits package has been upgraded to **better support our diverse personal and family requirements** - flexibility to buy and sell holiday days; private medical care; enhanced maternity, paternity and adoption leave, and a 'Return to Work bonus' for our staff returning from maternity leave to support their transition back into the workplace are just some of the benefits we offer. We believe that supporting varied and healthy lifestyle choices, and promoting and maintaining the physical and mental health and wellbeing of our people, is key to enabling personal and professional success
- ✓ We continually **monitor our compensation and benefits policies** in line with the external market to ensure we are rewarded competitively for the roles we perform.

We will continue to evolve our business and assess our performance in these important areas to see how we can do even better in the future. We look forward to sharing the results of this work with you in the future.



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