



# GENDER PAY GAP REPORT

## PERIOD 2021/2022

**AAB**



# OVERVIEW

During 2021 and 2022, AAB's growth was achieved through the completion of M&A programmes.

The following group companies are included in this report:

- A2+B LLP
- AAB Investments
- AAB People
- Anderson, Anderson & Consulting
- Anderson, Anderson and Brown LLP
- Anderson, Anderson and Brown Partnership
- Anderson, Anderson and Brown Wealth
- Pioneer Bidco
- Sagars Accountants

AAB has 452 employees in total, 62% females and 38% are males.

ICAS has reported that out of 23,000 members 35.2% are female and 64.7% are male.





# GENDER PAY GAP


The **Mean Hourly Pay Gap** is measured by calculating the difference between the average hourly rate of pay of male employees and that paid to female employees.

The **Median Hourly Pay Gap** is measured by calculating the difference between the mid-point hourly rate of pay of male employees and that paid to female employees.

The **Mean Bonus Gap** is the difference between the mean bonus pay paid to male employees and that paid to female employees.

The **Median Bonus Gap** is the difference between the median bonus pay paid to male employees and that paid to female employees.





PAY COMPONENTS	2021	2022
Gender Pay Gap - Mean	18.59%	26.99%
Gender Pay Gap - Median	22.09%	13.33%
Gender Bonus Gap – Mean	47.09%	42.89%
Gender Bonus Gap – Median	35.56%	26.43%

# WHAT DOES THIS TELL US?

## GENDER PAY GAP

On an hourly rate basis, a pay gap exists between men and women with men receiving higher pay on average. The gap is a consequence of length of service, role, responsibility and value of customer portfolio that each employee has built up.





## GENDER BONUS GAP

As a result of the previous year's acquisitions, a few of our employees received a Share Credit Bonus. This has produced an elevated number of 42.89%. If we were to exclude those one-off payments, our Gender Bonus Gap (mean figure) would be 32.88%. This would be improvement of 14.2% points based on last year's results.

## BONUS PAY

The proportion of male and female employees who were paid bonus pay during the relevant period was 72.2% of females and 62% of males received a bonus.

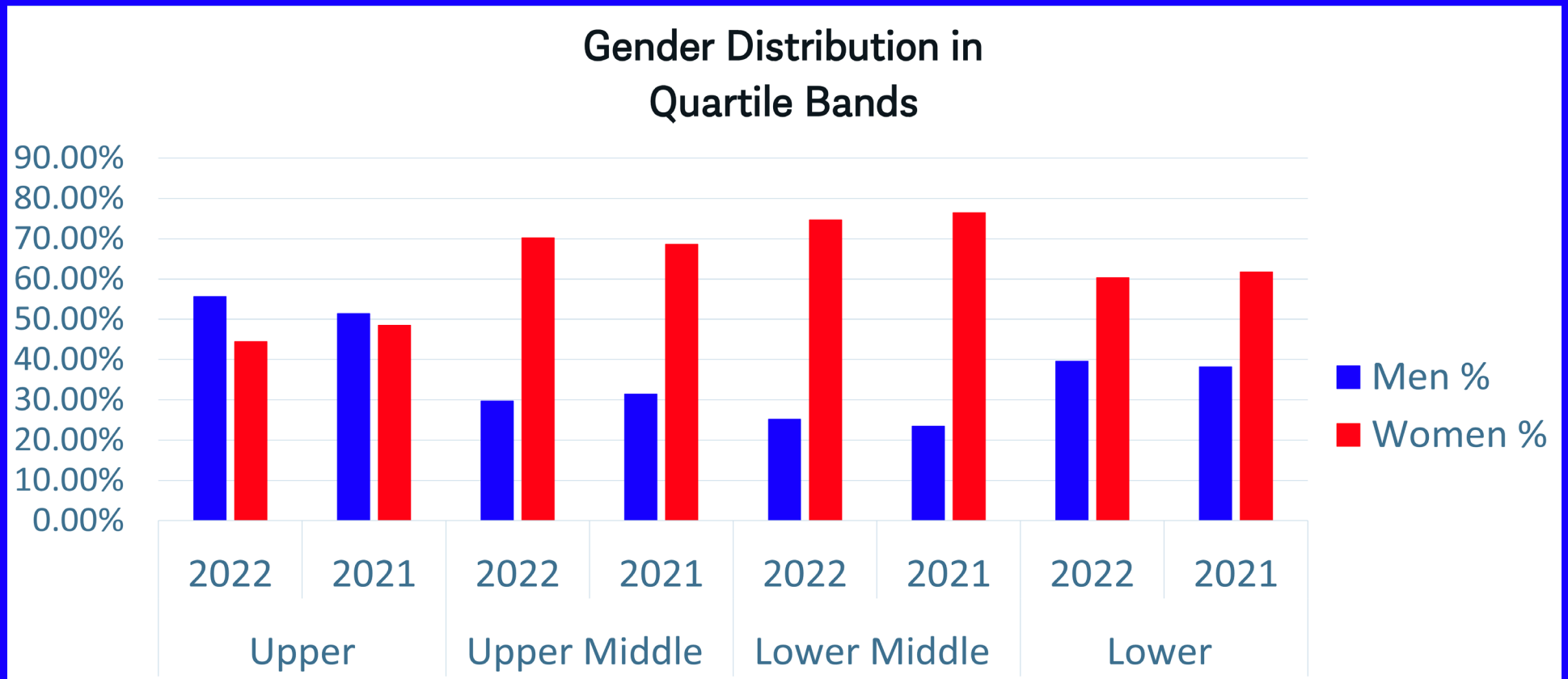
## WHAT DOES THIS TELL US?

Compared to the previous year, we have improved by 25.78 percentage points for females and 17.09 percentage points for male employees.



# GENDER DISTRIBUTION IN QUARTILE BANDS

The graph below shows the proportion of male and female employees according to quartile pay bands in the lower, lower-middle, upper middle and upper quartile pay bands.





# WHAT DOES THIS TELL US?

Across all four quartiles there is a healthy mix of gender diversity. Changes to our recruitment activities, policies and investment in personal development has built a more attractive proposition for our employees to “Learn and Grow”.

Progression in the upper quartile (leadership group) happens at a slower pace due to CPD and gathering of work evidence.







# WHAT ARE WE DOING TO CLOSE THE GAP?

Over the past 12 months we have amplified our voice across a diverse range of jobs boards and talent communities to ensure we have the maximum reach when recruiting. Where possible, interview panels and recruitment events are attended by a diverse panel of employees. Coaching and mentoring is available to those who wish to participate.

We have introduced enhanced Maternity Pay, offered more flexibility around working hours and have regraded several roles to harmonise total reward pay.

We hold a strong position on diversity and agree there is more to do and are committed to driving positive change.

Please don't hesitate to contact us if you have any questions regarding our 2021/22 Gender Pay Gap Report.

**AAB**