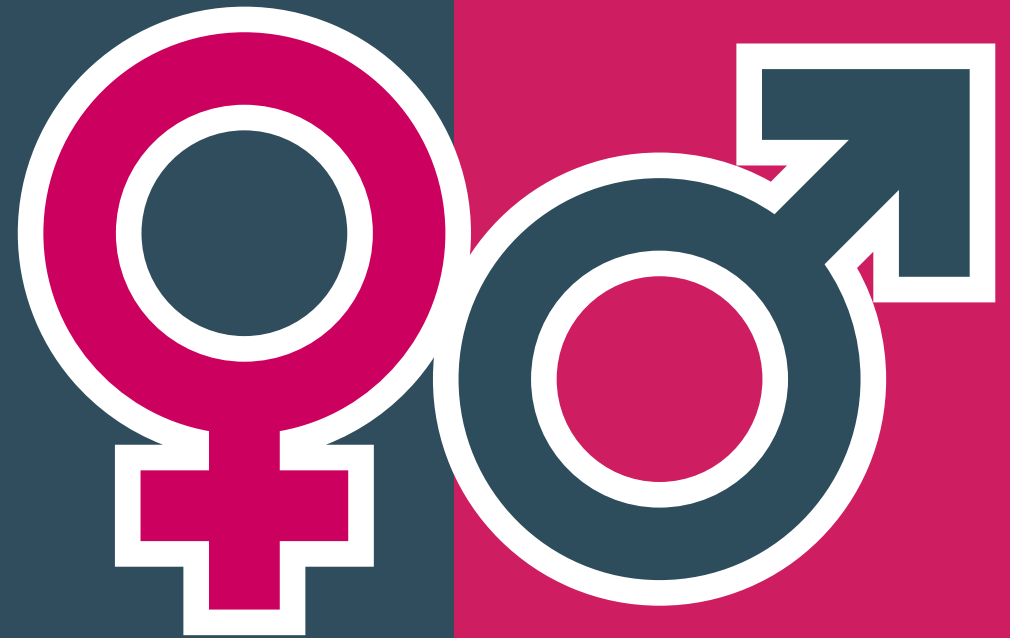


# Gender Pay Gap Report 2022.

SESAME  
BANKHALL  
GROUP.



## Sesame Bankhall Group's 2022 Gender Pay Gap Report.

**'Equality, diversity and inclusion are at the heart of the Sesame Bankhall Group culture, which includes Gender Pay equality and a commitment to reduce the Gender Pay Gap.'**

Our E, D & I journey is ongoing, and we are excited for the opportunities ahead. We recognise there is more to do, and we are dedicated to achieving our aims of a more diverse workforce at all levels of our organisation as well as continuing to foster a more inclusive environment and increase our impact as a company for our adviser population. We are passionate about gender pay equity, believing that diversity amongst our people improves innovation, decision making and the way we support our Advisers.



Sesame Bankhall Group (SBG) signed up to the Women in Finance Charter in 2018 and has since been committed to build a more balanced and fair industry. We have seen positive progress towards creating a gender balance within the business. Since pledging we have reduced the mean gender pay gap from 19.6% in 2018 to 13.6% in 2022.

Our 2022 results in comparison to 2021 remained relatively static. We have seen little movement with our mean gender pay gap and a 2.7% decrease in the median gender pay gap. We have however seen a reduction in the mean bonus pay gap of 24.8%, with a 1.5% increase in our median bonus pay gap during this reporting period.

SBG's 2022 results represent 240 employees in the UK, with a 57% male and 43% female population:

### Comparative data:

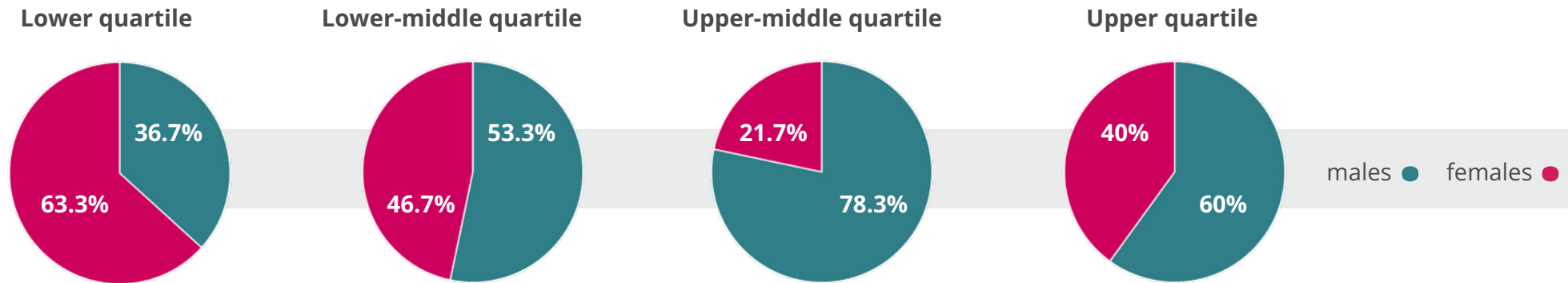
	2021		2022	
	Mean	Median	Mean	Median
<b>Gender pay gap</b> female hourly rate is	13.6% lower	26.7% lower	13.9% lower	24% lower
<b>Gender pay gap</b> female bonus rate is	27.5% lower	41.5% lower	2.7% higher	43% lower

We remain pleased with the improvement we have made to our gender pay gap over the previous years, particularly as we reached our internal target of a mean gender pay gap of 15% or lower. However, whilst we continue to see stability in our gender pay gap measures unfortunately, we have failed to meet our target of having 50% of females in Senior Management roles. We set an ambitious target and just fell short. We continue to strive to achieve this target, which has previously been achieved. This year we have seen an increase of 2% when we look at females as a percentage of our Senior Leadership group, despite losing a number of female colleagues in pivotal senior roles during the period.

The significant increase we see in our gender bonus gap during this period is directly linked to females occupying Executive and Board level roles within SBG, therefore we expect this to decrease in the next reporting period as a result of known leavers. 100% of both the male and female population received a bonus in the period.



## Proportion of males and females in each pay quartile:



The gender distribution split by salary quartiles over the last 12 months has remained relatively static for a second year. The percentage of females in the Upper Quartile remains at 40% which includes our SBG Executive Committee and Board, and we know that this will decrease in the next reporting period.

Our Gender pay and bonus gap is being driven by the gender split in roles in the Upper Middle Quartile band. This is our middle management, technical, compliance and IT roles. As well as our Senior Leader targets we also recognise the need to recruit a more diverse workforce in these technical areas. This continues to remain a challenge due to the low levels of attrition and recruitment in these areas. To tackle this we are investing more heavily in the development of our staff both technically and through our internal talent programmes.

We are confident that males and females are paid equally for equal work at Sesame Bankhall Group and we continue to remain focused and committed to doing more to encourage females into senior roles.

### SBG's E, D & I Journey

In acknowledging the work we have to do in our E, D & I journey, we continue to work with our internal Inclusion Council members to focus our efforts on those areas that will have the greatest impact.

### Future

As we move into a more stable way of working and living with COVID we continue to open up remote, hybrid and more flexible working opportunities. This approach gives colleagues the opportunity to flex where, when and how they work.

### Wellbeing focus

In the current unstable economic climate we continue to take steps to boost our wellbeing and mental health support wherever we can. This year this included offering a cost-of-living payment to employees, providing a significant pay review as well as our continued focus on wellbeing support in the form of wellbeing sessions, support from wellbeing champions across the business, mentoring, reverse mentoring and the introduction of a permanent wellbeing day for all employees in addition to annual leave entitlements.

We have also improved our benefits offering, including increasing our holiday allowance to provide equity for all colleagues as well as increasing our compassionate leave and time off for dependants allowance. We have also provided greater flexibility by reducing the length of service requirement for flexible working requests to zero, ahead of the upcoming change in legislation.

### **Inclusive Culture**

We continue to review our suite of people policies to promote an inclusive culture. As well as updating our flexible working, leave and family friendly policies we have introduced new supportive policies; this includes a domestic abuse policy, and a menopause policy which will be launched in 2023. In launching our domestic abuse policy we worked with an external trainer to provide awareness and training to our HR & management team to support individuals who may be subject to domestic abuse.

### **Data and Feedback**

We conduct regular surveys to capture feedback around how embedded our D&I strategies are within the business as well as capturing diversity data to support this. We measure these monthly through our People Dashboards which now includes D&I data.

Our recent survey results show positive results and feedback around diversity and inclusion; however we still recognise the continuing work we have to do:

- 83% of colleagues they felt like they belonged at SBG.
- 86% of colleagues said they see people like themselves working at SBG.
- 82% of colleagues reported that when it comes to inclusion, senior leaders actions support their words

### **Recruitment & Development**

Recruitment, Selection and Development of our people remains a key focus. In 2023 we will be working with an external recruitment partner and using job boards to source diverse candidates. We will also be encouraging under represented groups to sit in on interviews, where possible, to support inclusivity in the recruitment process.

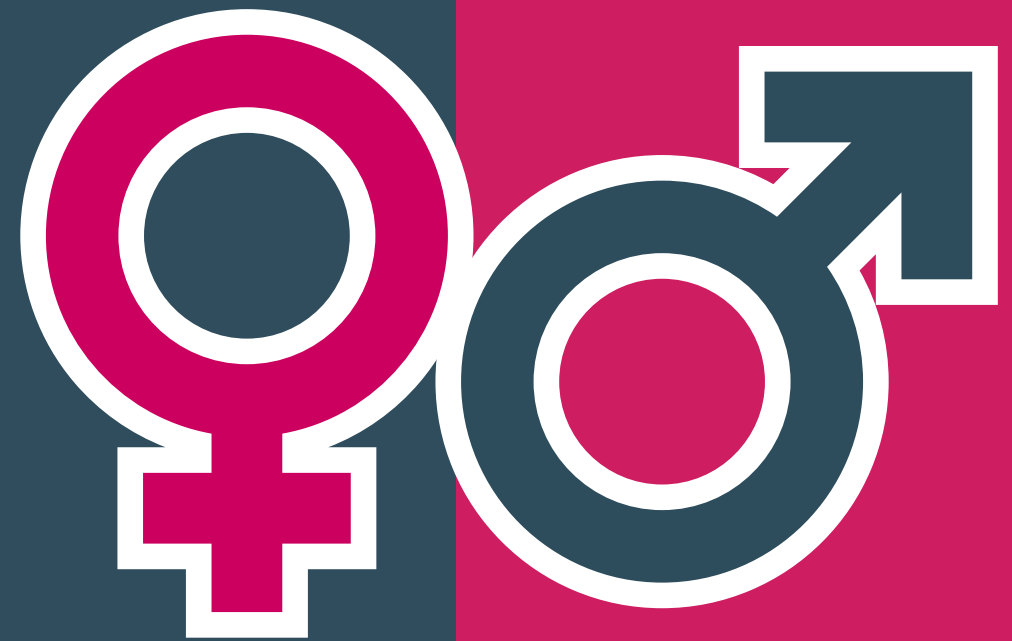
There has been a greater focus on development for all employees throughout 2022 and we also saw the relaunch of 2 new talent development programmes, XLR8 and LEAP. These were aimed at individuals whose next step was a senior management role and those identified as top talent within SBG.

We continued to work with an external D&I specialist, Variety Pack, to educate our staff and managers in E, D & I Principles, unconscious bias, micro aggressions and creating an inclusive environment.

### **Declaration**

I confirm that Sesame Bankhall Groups Gender Pay calculations are accurate and meet the requirements of the regulations.

**Sarah Batham, Chief Risk Officer & General Counsel**



# SESAME BANKHALL GROUP.

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