

AJ Bell Group Gender pay report 2024

Employers in the UK with more than 250 staff are required by law to publish the following information annually on their own website and on a government website:

- Their mean and median gender pay gap
- Their mean and median bonus gender pay gap
- The proportion of men and women receiving a bonus payment; and
- The proportion of men and women in each quartile of the pay structure

Pay and bonus (5 April 2024 data)

Difference between men and women

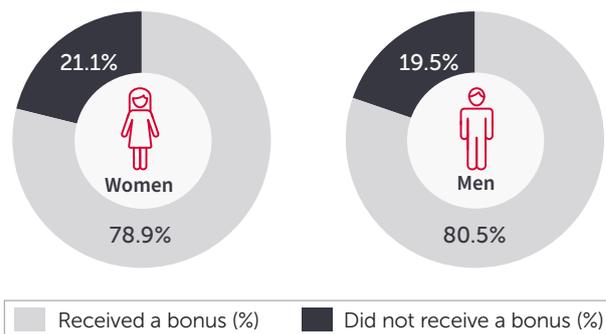
Hourly rate of pay		Bonus paid	
Mean	21.8%	Mean	48.3%
Median	12.3%	Median	22.2%

The mean is the average hourly rate of pay (or bonus pay paid during the relevant period) for all staff.

The median is the middle value when the hourly rates of pay of all staff (or bonus payments paid in the relevant period to all relevant staff) are listed in numerical order.

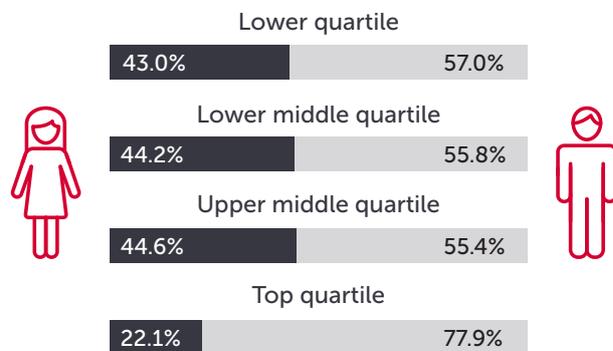
We are pleased that AJ Bell compares favourably to other employers within the financial services sector, which has traditionally seen a higher proportion of men in senior and higher-paying roles than women, and we will continue to actively promote the recruitment of and support the progression of women in all areas of the business.

Proportion of staff awarded a bonus



Where staff did not receive a bonus, this was primarily due to eligibility criteria for new recruits.

Proportion of staff in each pay quartile



At AJ Bell we value diversity and strive to promote an inclusive workforce where all our people feel valued, respected as individuals, and empowered to flourish in their chosen career path.

Our D&I Framework, which aligns with our guiding principles and our business strategy, is in its third year and centres around four key components: demographic diversity; cognitive diversity; inclusive practices and policies; and inclusive leadership and behaviour. All our plans, activities and events related to diversity and inclusion map back to these four components.

We are pleased to have met the FTSE Women Leaders Review and the Parker Review targets (at least 40% of the Board are women; at least one of the senior Board positions is held by a woman and at least one ethnically diverse Board member). Moreover, in the latest FTSE Women Leaders Review we are now ranked fourth for FTSE 250 companies with the highest female representation and for companies reporting the most progress year on year. There are now five women on the Board (more than 50% of Board members) and both our Chair and Senior Independent Director are women. Additionally, we are pleased that our Board now includes ethnically diverse representation.

We recognise the importance of having a robust and diverse talent pipeline, and our commitment to developing internal talent is demonstrated by over 200 internal promotions last year. We actively promote the recruitment and progression of women at all levels of the business and are supporting this with our internal training programmes and succession planning, as well as other initiatives such as our Talent Networking events which give staff below senior management the opportunity to present and network with members of the Executive and Board. We also continue to build our talent pipeline from early careers - this year's apprenticeship programme welcomed the most diverse cohort to date.

There is now 20% female representation in technology roles across the business, which has increased significantly in the last five years. This past year we ran our first 'Tech Returners' programme, helping people who have worked as software developers but then taken a career break to return to technology. 75% of the programme's participants were female and we were delighted when the programme won the 2024 IHR (In-house Recruitment) Award for Tech Hiring, in recognition of our work to make our hiring initiatives inclusive, innovative and impactful.

Our commitment to diversity and inclusion is a continuous process. This year we have focused on inclusiveness within our employer brand campaigns. We also rolled out inclusive leadership training for our managers and leaders, led by one of our DEI Ambassadors. This training was crafted in collaboration with colleagues from across the business who shared their stories, knowledge and lived experience from their unique viewpoints and diverse backgrounds. This allowed us to capture the true essence of what diversity, equity and inclusion really mean and what creating a sense of belonging looks and feels like in our business.

We remain confident that men and women are paid equally for doing equivalent jobs across our business and we are pleased to see the continued progress we are making to support a diverse and inclusive workplace.

Through our continued commitment to gender-inclusive recruitment practices and our efforts to promote women into more senior roles and reward accordingly, and by adhering to our guiding principles - which define our culture and inform everything we do - we strive to ensure no one is disadvantaged in how we attract, select and develop our staff.