

# Gender Pay Reporting

Begbies Traynor Group plc considers itself to be an equal opportunities employer. The policy of the group is to recruit, promote, train and develop its people by reference to their skills, abilities and other attributes of value to their role in the business.

Under legislation, which came into force in April 2017, UK employers with in excess of 250 employees are required to publish their gender pay gap.

## Our Numbers

The group has two legal entities with at least 250 employees: Begbies Traynor Limited and Eddisons Commercial Limited, who are reporting for the first time in 2022. This year more progress has been made in Begbies Traynor Group. We have decreased the gender bonus gap from 52.5% in 2021 to 36.0% in 2022. In addition, the percentage of women in senior roles as increased from 40.7% to 46.4%.

### MEAN AND MEDIAN PAY\*

The **MEAN gender pay gap** shows the difference in the average hourly rate of pay between all men and all women in the company.

The **MEDIAN gender pay gap** compares the midpoint of all male pay within the organisation with the midpoint of all female pay with the organisation

\* Figures are calculated based on hourly rates of pay as at 5 April 2022

### Begbies Traynor Limited

	Mean		Median	
	2022	2021	2022	2021
Gender pay gap	24.4%	23.9%	24.3%	30.0%
Gender bonus pay gap	36.0%	52.5%	33.3%	60.0%

### Proportion of males and females receiving a bonus payment

	Female	Male
2022	25.5%	35.7%
2021	21.3%	29.2%
2020	20.5%	29.0%

## Gender Pay Vs. Equal Pay

Gender pay statistics compare the mean and median rates of pay between men and women in an organisation. Different jobs are paid at different levels, and a gender pay gap exists where there is a difference in the number of men and women performing particular jobs at different levels and being paid accordingly. It's important to differentiate this and equal pay, which ensures equal pay for those carrying out equivalent jobs. Rather, the difference in the numbers you see reflects a gender imbalance at senior level.

Quartile	Male		Female	
	2022	2021	2022	2021
Upper	62.5%	60.5%	37.5%	39.5%
Upper middle	53.6%	59.3%	46.4%	40.7%
Lower middle	34.9%	31.0%	65.1%	69.0%
Lower	37.3%	33.6%	62.7%	66.4%

We are pleased with the progress made in the gender pay gap for Begbies Traynor Limited, in particular the bonus pay gap which has had a percentage reduction of 16.5%, in addition, in 2022 more women entered the upper middle quartile. Whilst the group recognises there are further opportunities to reduce the gender pay gap, we are pleased to see the increase in representation of women in more senior roles.

### DECLARATION

I confirm that the gender pay gap calculations are accurate and meet the requirements of the regulations.

**Ric Traynor**  
Executive Chairman