

Gender Pay Gap

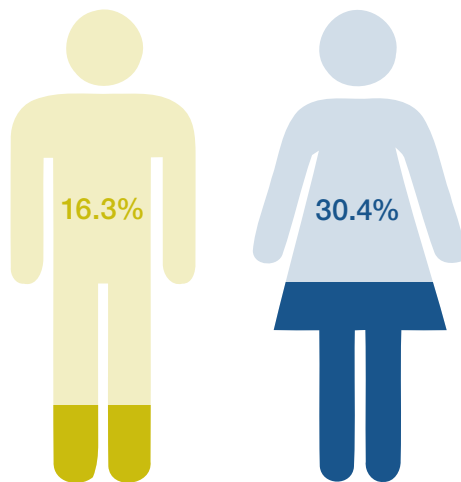
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At Age Partnership, we have already made progress in reducing our gender pay gap, with a number of projects put in place during 2018 to address this. Our work has already started to have an impact on our median gender pay gap, with a reduction of 0.5% YOY, but we continue to be committed to reducing this further over the coming years.

	Mean	Median
Difference in hourly rate of pay	27.3%	26.8%

The above figures show the hourly rate of pay difference between males and females at Age Partnership during the April 2018 snapshot period.

Percentage of employees receiving a bonus



	Mean	Median
Difference in bonus pay	58.32%	59.5%

Percentage of employees receiving a bonus by gender and the difference in bonus pay during the period April 2017 – April 2018.

Pay quartiles

Quartile	Male	Female
Bottom	40%	60%
Third	56%	44%
Second	69%	31%
Top	77%	23%

The quartile information shows the gender pay distribution in four different sections of the business at Age Partnership during the period April 2017 - April 2018.

Over the last year we have reduced our median gender pay gap from 27.3% to 26.8%. The median shows the truest measure of gender pay as, for a data set of our size it is less likely to be distorted by one or two outliers.

As with last year's figures, we can confirm that all employees at Age Partnership who carry out the same roles are paid the same rate of pay, regardless of gender. This applies to all departments company-wide.

The gender pay gap at Age Partnership is once again in line with the average for financial services. We remain committed to reducing our gender pay gap further and have put a number of projects in place during 2018 which contain elements to address this, such as the introduction of our Partnership Lifestyle Policies, designed to promote flexibility, life/work balance and our family-friendly initiatives.

We are pleased to announce that, overall, the percentage of women employed at Age Partnership has risen since last year's figures were compiled, from 38.1% to 39.6%. Similarly, the percentage of women in the top pay quartile has jumped from 19% to 23%.

At Age Partnership we remain committed to developing our existing workforce and to recruiting the most suitable people for the right roles and departments, regardless of gender. Our investment in developing colleagues and promoting from within the business will ensure that the increasing number of women we are attracting to a career in financial services will have every opportunity to develop their careers, which will have a positive impact on our gender pay gap in the years to come.

I can confirm that the data and information compiled in the document is accurate.



Julia Edwards
Head of Human Resources