



Gender Pay Gap Reporting

As at 7 April 2018

Like all the major Accountancy Firms BHP has a Gender Pay Gap due to historical imbalances throughout the profession.

As a firm we have been committed for many years to reducing this gap and it is pleasing to note that our report demonstrates we are making better progress than most of the major UK Accountancy firms. That said we are not complacent about this and continue to strive to reduce the pay gap further.

We have a strong commitment to equality and are confident we ensure equal pay between men and women carrying out the same role or equivalent roles across the Firm.

We believe that through our actions as outlined in this report, we are able to demonstrate our commitment to equality across the full spectrum of our employees and reflect the values of BHP as a Firm and as an employer.

BHP, BHPFP and Prosper Gender Pay Gap in Mean Hourly Pay

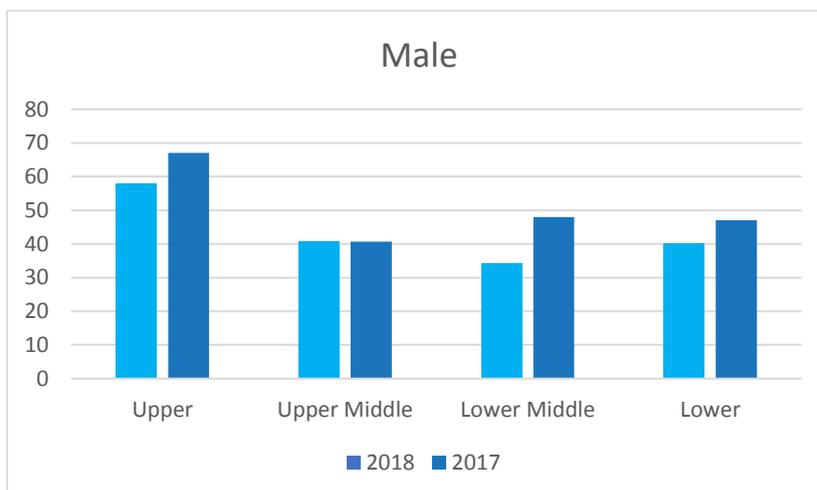
18.8% (i.e. the mean hourly pay for male employees is 18.8% higher than for female employees). Previous year 18.6%. This compares to a range of 22.3% to 43.2% at the Big 4.

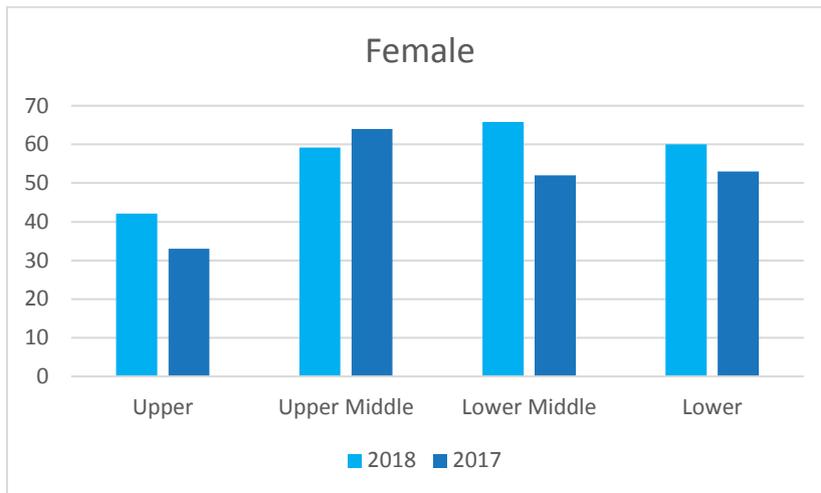
Gender Pay Gap in Median Hourly Pay

16.75% (i.e. the median hourly pay for male employees is 16.75% higher than for female employees). Previous year 15.3%. This compares to a range of 22.1% to 18.7% at the Big 4.

Quartiles

Quartile	Male		Female	
	2018	2017	2018	2017
Upper	57.9%	67%	42.1%	33%
Upper Middle	40.8%	40.7%	59.2%	64%
Lower Middle	34.2%	48%	65.8%	52%
Lower	40%	47%	60%	53%





Analysis

While women make up half of the employee group across the Firm (50.8%), they form only 42% of the top quartile of employee positions. This represents an increase on the previous year.

Increasing number of women in senior positions

“In 2018, seven of the Partners are women and our succession plan will see the number of women partners and Senior Managers increase over the coming years.”

The percentage of women in senior positions needs to be viewed in the broader context of the Firm. In 2007, there were no female partners in the BHP Partnership. In 2018, seven of the Partners are women and our succession plan will see the number of women partners and Senior Managers increase over the coming years. For the last three years, we have run a leadership academy to develop the talent at more senior levels in the Firm. More than 50% of attendees on this programme have been female. This demonstrates the commitment to developing all of our people to realise their full potential and facilitate their career progression.

The increase in the proportion of women in the top quartile shows that this has had a positive impact and it is anticipated that this will continue to improve over the next 5 years.

Flexible working

We have a long-standing culture of enabling flexible and part-time working patterns, particularly for those returning to work from maternity leave. This is at every level in the with firm and has proved not to be a barrier to career progression. We recognise as a firm the important role of men within the family unit and offer the same flexibility to all employees.

Administrative and support teams

As is common, not only in our profession but across a significant proportion of employers reporting on gender pay gap information, the majority of our administrative and support roles are carried out by women. These are roles that tend to be lower paid than the technical and client facing roles in the Firm which accounts for the higher proportion of women in the lower pay quartile.



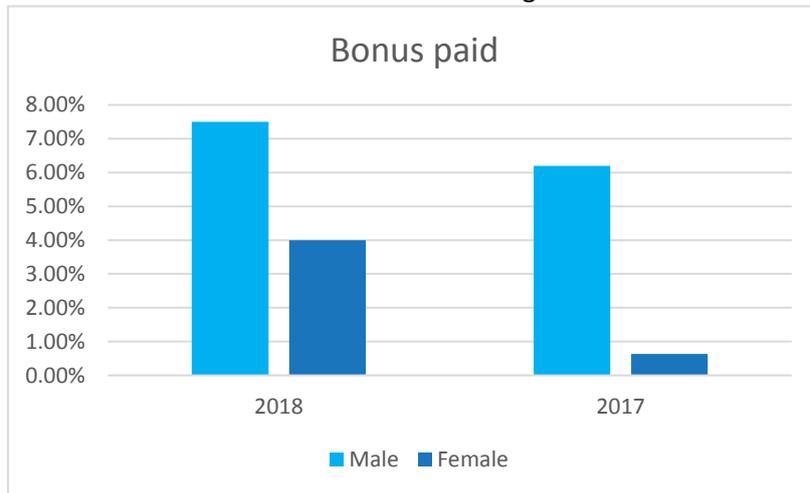
Bonus Payments

The position regarding bonuses is an interesting one. We do not have a bonus driven pay strategy across the Firm, preferring to ensure that the salaries we offer are the fair salary for the work carried out.

However, the Corporate Finance and Financial Planning markets predominantly offers employees a salary plus a deal related bonus. In order to attract and retain staff we have had to follow this market practice. business model. There is therefore a bonus structure in place for those employees working in our Corporate Finance and Financial Planning Teams.

“The Financial Planning team have a more balanced gender mix.”

At present, all of the employees in the Corporate Finance team are male. As is common across the entire market, we have struggled to attract female candidates to roles in that team. We are continuing to review how we might make a career in Corporate Finance more attractive to female potential candidates. The Financial Planning team have a more balanced gender mix.



Proportion of male employees paid a bonus – 7.5% (2017 6.2%)

Proportion of female employees paid a bonus – 4% (2017 0.63%)

Gender pay gap in mean bonus payments

26% (i.e. the mean bonus paid to male employees was 26% more than the mean payment to female employees).

Gender pay gap in median bonus payments

20% (i.e. the median bonus payment to male employees was 20% more than female employees).