



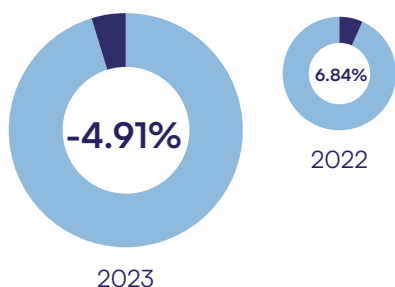
Gender Pay Gap Report 2023

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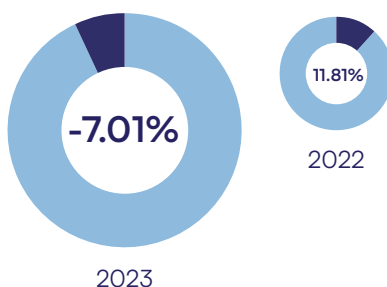
Summary of Gender Pay at BHP

(Snapshot as at 5 April 2023)

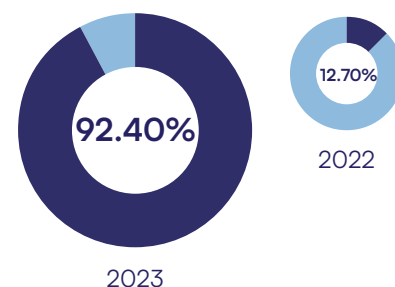
Our Mean Gender Pay Gap



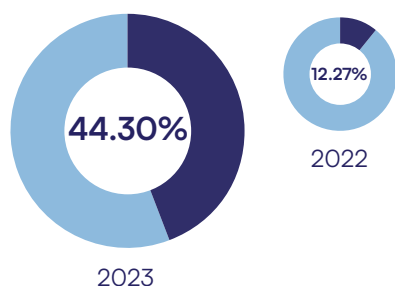
Our Median Gender Pay Gap



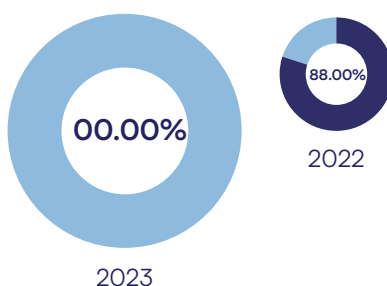
Male Employees Receiving a Bonus



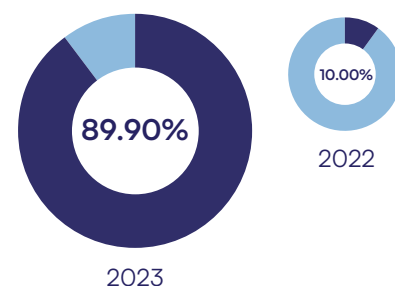
Our Mean Gender Bonus Gap



Our Median Gender Bonus Gap



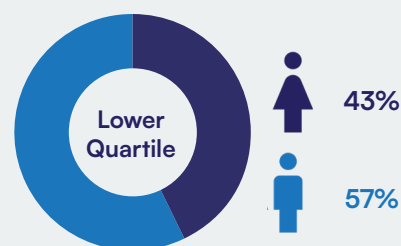
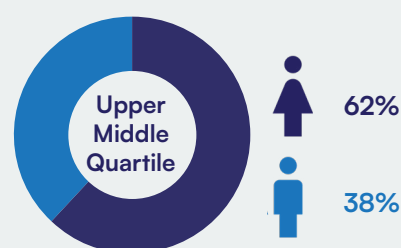
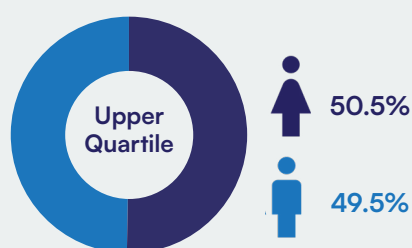
Female Employees Receiving a Bonus



The data set out above and below has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 based on hourly rates paid to full pay relevant employees during the snapshot pay period of 5 April 2023.

Pay Quartiles by Gender

This table shows our employee workforce divided into four equal groups based on hourly pay rate.



A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

We have seen consistent positive progress towards removing the gender pay gap at BHP over the past five years. In 2018, the mean gender pay gap was 18.80% which reduced to 6.84% in 2022. In 2023, this figure has moved into a negative % by a similar amount, to -4.91% in 2023, meaning the gender pay gap for 2023 has been removed and that females on average are better paid at BHP (for every £1 earned by males, females earned £1.05). This compares with 2022 where for every £1 earned by males, females at BHP earned £0.93.

Similarly, we have seen the median pay gap narrow from 16.75% in 2018 to 11.81% in 2022 and then -7.01% in 2023 meaning from a median perspective, for every £1 earned by males at BHP, females earned £1.07.

Within the upper quartile hourly earnings, the male / female gap has remained steady since 2022 with males making up 49.5% and females making up 50.5% (vs 50.5% male/49.5% female split on 2022). Since 2022, we have seen a shift in the lower quartile split with males now making up 57.0% (up from 47.3% in 2022) and females making up 43.0% (down from 52.3% in 2022).

With regards to bonus pay, as a business we don't currently have a bonus driven pay strategy, preferring instead to ensure that the salaries we offer are fair and competitive for the work carried out. This would usually mean that bonus schemes are generally only offered to the Corporate Finance and Financial Planning departments (as per the general market practices to attract and retain employees in these functions). However, in 2023, to support our employees with the rising cost of living, we paid a £1000 bonus to everyone who was employed in October 2022. This has led to a much higher proportion of employees receiving a bonus in the 12 months to April 2023 — 92.4% of males and 89.9% of females. This produced a gender bonus pay gap of 44.3%, widening the gap of 12.23% in 2022, however has had the effect of reducing the median gender bonus pay gap to 0.0%.

For transparency, without this cost of living bonus, the mean gender bonus gap would have been -9.08% in 2023 meaning for every £1 bonus paid to male employees, female employees earned £1.09 which is a positive reduction from 12.27% in 2022. This is within the context of 13.7% of males employees vs 3.7% of female employees earning a bonus in 2023 and a median gender pay gap for bonus of 68.18%. This is driven by the two service lines which attract bonus pay having a combined gender split of 68% male and 32% female employees.

This report goes on to explain some of our key ongoing initiatives which have driven our continued progress towards removing the gender pay gap at BHP.

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same, or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value;

BHP is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment, or disability. BHP has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

For 2023, for the first time we have achieved a reverse gender pay gap with females earning more per hour on average than males at BHP on both the mean and median measures.

Whilst we do not pay men and women (with the same skills, experience and ability) differently for the same or equivalent work, our gender pay gap is caused by unequal representation of men and women across different levels and departments within the business.

It is our goal to maintain a gender pay gap of +/-10% each year which allows for the continually changing representation of men and women as described above.

Some of the contributors to our 2023 position are:

- Significant increases in the % of female employees in the upper middle hourly pay quartile via a mix of internal promotions and direct recruitment into such roles.
- A significant shift in the numerical split of trainees coming into BHP with 21 males and 11 females in trainee roles in 2022 and 47 males and 16 females in such roles in 2023. These entry level roles tend to be within the lower quartile hourly rate. We have identified the departments where this is most pronounced and are reviewing to ensure our trainee recruitment process (particularly the attraction stage) is fully inclusive and equally appealing to both male and female prospective employees.

How does our gender pay gap compare with that of others?

We monitor our gender pay gap against that of the Accountancy sector and that of the overall UK economy. The vast majority of organisations have a gender pay gap. We are pleased to be able to say that our gender pay gap at BHP compares favourably to other organisations within our industry and with the UK economy as a whole.

The data above shows that BHP has a mean gender pay gap of -4.91% (for every £1 paid to males on average, females are paid £1.05). This is significantly

lower than the accounting sector average of 12.7% and the UK wide economy average of 13.2%. When looking at the median gap, BHP has a gap of -7.01% which again is lower than the accounting sector average of 15.9% and the UK wide economy average of 14.3%.

We can see the mean gender pay gap within the accountancy sector has reduced from 14.4% to 12.7% between 2022 and 2023. In comparison BHP has moved that mean gender pay gap from 6.84% in 2022 to -4.91% in 2023.

	BHP	2023 ONS ASHE 'Accountancy, bookkeeping & auditing activities'	2023 ONS ASHE 'Accountancy, bookkeeping & auditing activities'
Mean Gender Pay Gap	-4.91%	12.7% (vs 14.4%)	13.2%
Median Gender Pay Gap	-7.01%	15.9% (vs 16.5%)	14.3%

How are we reducing our gender pay gap?

We have made significant progress in minimising our gender pay gap at BHP over the last 5 years and we remain committed and focused on continuing to maintain the gender pay gap across the business to within +/- 10%. The key steps we have been taking over the last 12 months to demonstrate our commitment to gender diversity and equal gender pay in our business include:

- We continue to review and evolve all of our recruitment and employment policies and practices to ensure we take an inclusive approach to equally attracting and retaining both males and females.
- We have a robust salary review process to ensure salary decisions can be justified and are fair and equitable for all of those employees in similar or equivalent roles.
- We have continued to invest in employee progression through the Senior Development Academy aimed at helping our people plan and progress their future career map with BHP. This has once again led to a higher number of promotions of women into senior roles in the business which has positively impacted our gender pay gap figure for 2023 vs 2022.

- In November 2022 we partnered with the 'Great Place to Work' organisation and completed our first official employee engagement survey with them which provided valuable feedback to help better understand the needs of our entire population as well as being able to understand gender specific needs informing our people strategy to ensure we provide equal support and opportunity for both males and females helping us both attract and retain female colleagues. As a side note, we were proud not only to be certified as a 'Great Place to Work' but to also be awarded as a 'Best Place to Work' in the large company category.
- In December 2022 BHP recruited a Chief People Officer for the first time. This new role will ensure the people agenda is always high on the agenda. Initial strategy will focus on further enhancing our internal development programmes, the promotion process and succession planning to ensure our talent pipeline for the future is gender balanced.

Over the next year, we will continue to focus on the above initiatives as well as implement the following:

- Through introducing an informal network, we will focus on highlighting and celebrating the achievement of women at the BHP, raising the profile of aspirational women within the BHP business.

- Utilise the data insights from the 'Great Place to Work' survey along with follow up shorter 'pulse' surveys throughout the year to form clear actions and initiatives to further enhance our approach to equity, diversity, and inclusion. As part of this focus we will introduce an Equality, Diversity & Inclusion (EDI) working group to be led at Director level.
- Further enhance our current work experience offering at BHP by launching a new work experience academy which will proactively focus on local schools situated in lower socio-economic areas to introduce careers in accountancy, ensuring we attract a diverse and gender balanced employee population long into the future.
- Refreshing our 'Working Flexibly' ethos whereby we ensure everyone is trusted to deliver their best work and given appropriate flexibility to manage working hours to deliver consistently excellent client outcomes, fulfilling obligations to colleagues and the business as well as successfully managing personal work-life balance, home commitments, and wellbeing. This incorporates flexibility as to exactly when working hours are dispensed during the working day as well as the opportunity for hybrid working.

As a business we are committed at every level to maintain the gender pay gap position we have achieved within BHP and look forward to providing an update on our progress in the next report.

We, Lisa Leighton and Hamish Morrison (Joint Managing Partners), confirm that the information in this report is correct.



Lisa Leighton



Hamish Morrison

