

2022 Gender Pay Gap Report



Foreword

“ At Jensten Group our purpose is to build A Great Business – a business that inspires and attracts clients, colleagues, partners and investors, but also a business that is helping to shape the communities in which it works and helps to address the challenges that those communities face. We are passionate about creating a more diverse, open and inclusive workplace to allow our employees to be themselves and to increase innovation and creativity within our workforce.

Jensten Group has worked extremely hard to define what we stand for as a group and we are committed to upholding these values – **Collaborative, Innovative, Professional, Integrity and Wow**. They are a set of guiding principles against which our management, practices and priorities for all our stakeholders can be judged. We believe that culture is very important in retaining and building on our talent. We aim to live and breathe our culture and our actions are not just measured by what we do but how we do it and we shall always seek positive outcomes for all.

We are continuing to improve our policies, procedures and offerings to ensure a more diverse and inclusive workplace, and to help us build on being A Great Business. ”

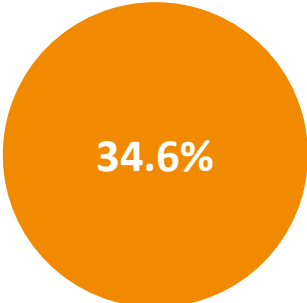


Alistair Hardie

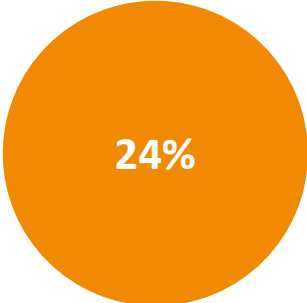
Group Chief Executive Officer

Our Gender Pay Gap

Gender Pay Gap Mean:



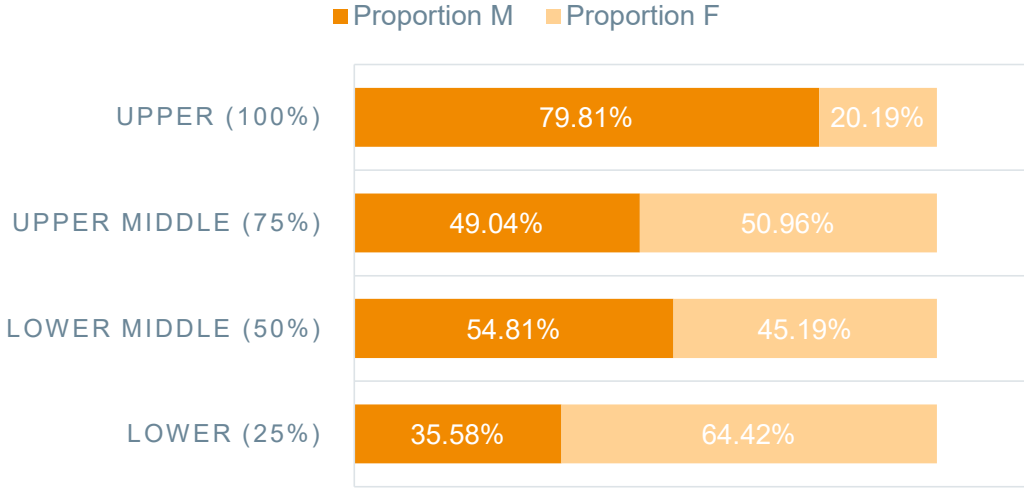
Median Difference:



The gender pay gap is a measure of equality that shows the difference between the average earnings of males and females. This does **not** mean that staff have unequal pay, i.e. males and females who carry out the same role are paid differently.

The graph below shows the gender representation by pay quartile. At Jensten Group, we have a high percentage of entry level females joining our business which reflects our positive efforts of attracting women to our organisation. The lower and middle quartiles are reasonably balanced, but we still have work to do in the upper quartile. This is because we have a higher proportion of males in senior roles compared to females, which therefore drives the gender pay gap.

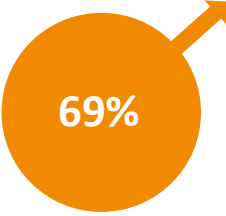
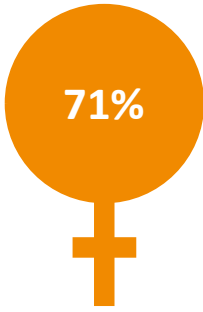
SALARY REPRESENTATION BY PAY QUARTILE



Our Gender Bonus Gap

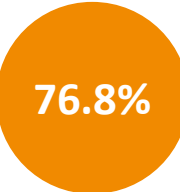
% of males who received a bonus

% of females who received a bonus



Bonus Pay Gap average

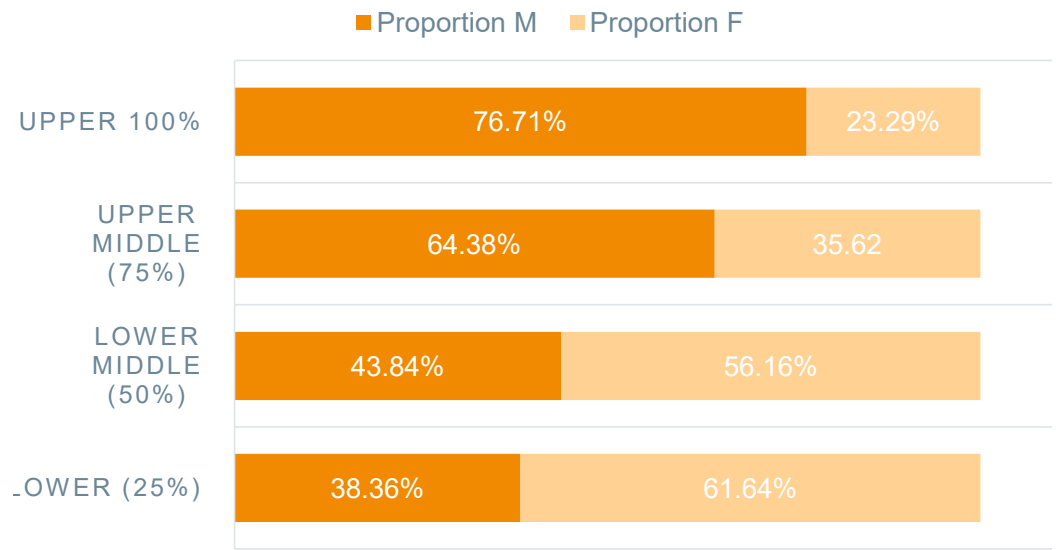
Median Difference



Our percentage of employees who received a bonus is reasonably balanced. All employees who joined the business prior to 1 January 2022 were eligible to receive a bonus. Anyone who joined after this date, or resigned prior to the bonus being made, would not be eligible for a bonus. The %s of gender that received a bonus is balanced for this reason.

The graph below shows the gender representation by bonus quartile. The lower and lower middle quartile show a larger number of women than men receiving a bonus. The upper middle and upper quartiles reflect a much larger percentage of males receiving a bonus. This again reflects that at Jensten Group we have a higher number of males in senior roles compared to females, which therefore drives the bonus gender pay gap.

BONUS REPRESENTATION BY PAY QUARTILE



Long Term Goal - Taking Action

At Jensten Group our long term goal is to reduce our gender pay gap by improving the gender balance and proportion of diverse hires. To achieve this goal, we are committed to:

Women in Finance Charter

- This year we will join the Women in Finance Charter. We commit to:
 - Having one member of our senior executive team who is responsible and accountable for gender diversity and inclusion, this will be our Group People Director, Lauren Barwell.
 - Setting internal targets for gender diversity in our senior management.
 - Publishing progress annually against these targets in reports on our website.
 - Having an intention to ensure the pay of the senior executive team is linked to delivery against these internal targets on gender diversity.

Learning and Development

- We have established our Rising Stars and Future Leader programmes designed to build on leadership skills and capability. We had 6 males and 6 females participate in the Rising Stars programme, and 10 males and 2 females in the Future Leader programme. In 2023 we will increase participation of females in our Leadership Talent Programmes
- We have implemented Wholesale and Retail masterclasses using our internal talent to deliver the programmes. We plan to continue delivering masterclasses and offer CII qualifications around the business in an inclusive way, available to all.
- In 2023 we will support development of women specifically through the Springboard Programme to support in areas that can enhance their access to progression in the future

Long Term Goal - Taking Action – Continued...

Succession Planning / Progression

- We continue to support progression and succession planning for all employees. The development of robust formal career paths and personal development is our overall aim.

Recruitment

- We are constantly reviewing our recruitment processes to ensure more diverse hiring.
- We anonymise job applications to eliminate unconscious bias.

Family Friendly Policies

- At Jensten, one of our core values is family and we are proud to support working parents and caregivers. The support we offer is inclusive, being equal for gender and all aspects of diversity.
- We're proud to have enhanced our maternity, adoption and paternity leave to 13 weeks (3 months) at full pay in order to enable our employees to take the time off they need with their family. We recognise that parenthood brings additional responsibilities, and we aim to help our employees balance work and family commitments. We feel proud that the enhanced benefit for paternity as well as maternity supports progression for women in the community

Hybrid Working Policy

- We have introduced a hybrid working policy to enable a flexible working model, which allows employees to combine working in the office, working from home or remote working while travelling for work, where the job role allows.
- The aim is to create better ways of working by providing opportunities for employees to choose where they work best whilst balancing the needs of the wider team and business.

Final Words

While we have already implemented policies and procedures to address the Gender Pay Gap within our business, we are committed to continuing to improve the gender balance across our Group.

Declaration

I confirm that the information contained in this report is accurate.



Lauren Barwell

Group People Director