

Killik & Co Gender Pay Gap Report 2023

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Foreword

2023 was a positive year for our business, as we continued to grow our workforce across both our London and Ipswich locations (8 offices in total), and maintained the positive direction of travel with our broader focus on Diversity, Equity and Inclusion initiatives. Due to the unprecedented levels of female recruitment into the support team in our Ipswich office, our Gender Pay Gap figure has increased by a small margin, but we remain confident that our actions now will garner great improvements in the coming years.

We are passionate in our belief that a diverse workforce brings improved innovation, real collaboration and will ground our work in being truly client centric, which will always be our founding principle as a business.

Moreover, we are proud that the working culture that we are nurturing is one that supports and empowers our female staff at all career and life stages.

I confirm that the calculations provided are accurate and meet the requirements of legislation.



James Hornett
Chief Human Resources Officer,
Partner

Understanding and addressing our gender pay gap

Breakdown of figures

152 male employees, 119 female employees. NB these figures exclude Partners as per reporting guidelines.

Hourly rate			Bonus pay*		
	Mean	Median		Mean	Median
Pay gap	27.95% (2022 24.25%)	33.60% (2022 31.79%)	Pay gap	76.15% (2022 76.18%)	52.30% (2022 64.21%)

* 74.58% of female employees received a bonus. 82.89% of male employees received a bonus.

Hourly rate		
	Male	Female
Upper quartile	80%	20%
Upper middle quartile	66%	34%
Lower middle quartile	52%	48%
Lower quartile	31%	69%

The requirement

The gender pay gap is the percentage difference between average hourly earnings for men and women.

The reporting regulations came into force on 6 April 2017, and requires all UK companies with an employee headcount of 250 or more to publish the following specific gender pay information:

Quartile pay bands - the percentage of male and female employees in each hourly pay quartile

Mean gender pay gap - the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Median gender pay gap - the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Bonus proportions - the proportions of male and female relevant employees who were paid bonus pay during the relevant period

Mean bonus gap - the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

Median bonus gap - the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

During the period for reporting, the Killik & Co Partnership consisted of 311 individuals, made up of 271 employees and 40 Partners. Of those employees, 158 are based in London, and 113 in Ipswich. 58% of our female employees are based in Ipswich and the regional difference in salaries for London and Ipswich has a significant effect on our pay gap, so our focus continues to be on equal pay.

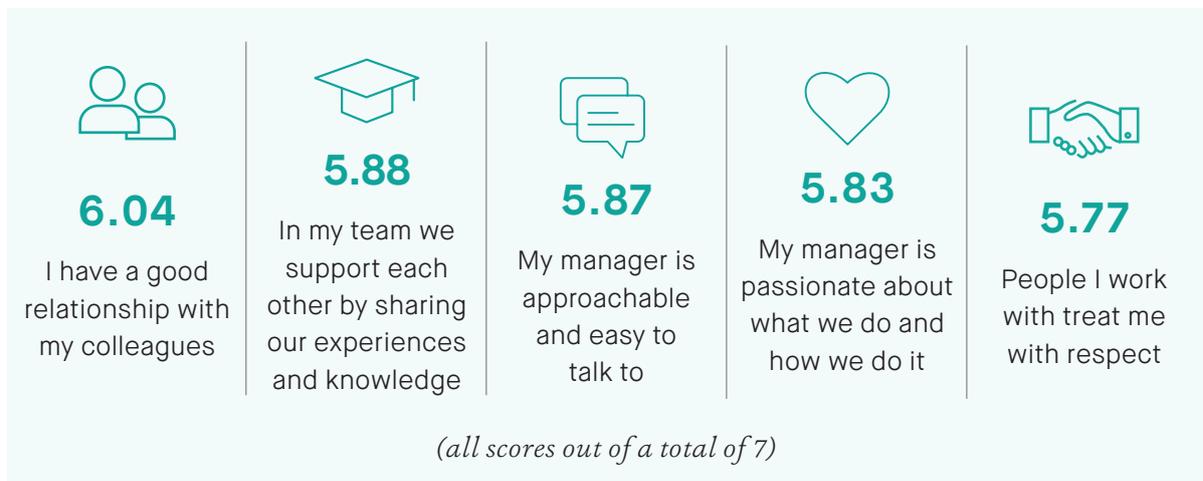


	Partner	Director	Manager/Line Manager	Below Line Manager
Male	36	3	28	121
Female	4	1	20	98

In the past 18 months, we have established or improved the following initiatives in the name of driving positive change:

- **The Diversity, Inclusion & Equity Forum** that addresses gender, ethnicity and social mobility issues has launched, involving representatives from across the business from Exec Board downwards, and chaired by Georgie Killik.
- **The KASE (Killik Alliance for Support and Equality) working group** consists of Killik & Co employees, and aims to drive connection, positive growth and awareness across the workplace, on topics including gender, diversity and general wellbeing, and will feed directly from grassroots upwards into the DE&I forum. KASE working group members have been focusing over the last 18 months on gathering insights from across the business, and planning how we can use these for positive change.
- **CFA UK's Young Women in Investment Program** included a workshop from Killik & Co staff about careers in the Wealth Management industry. The programme has since been nominated for Investment Industry Diversity & Inclusion Initiative of the Year by Investment Week.
- **Improved Enhanced Maternity Pay Policy** to reflect the value that we put on the mothers within our organisation, all eligible employees taking maternity leave now qualify for 26 weeks full basic pay.
- **Return to work programme** for mothers re-entering the workplace, including optional part-time hours to support reintegration.

Our annual staff survey results showed that 6.04/7 staff feel they have a good relationship with their colleagues and 5.8/7 feel comfortable approaching and speaking with their Line Manager.



END



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