

# 2019 gender pay gap report

FAIRNESS, EQUALITY AND INCLUSION  
ARE IMPORTANT TO US.

## Pay & Bonus Gap

### DIFFERENCE BETWEEN MEN AND WOMEN

	Mean	Median
Hourly Pay	23.6%	17.0%
Bonus Paid	33.6%	36.6%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2019). It also captures the mean and median difference between bonuses paid to men and women at Embrace Financial Services in the year up to 5 April 2019.

## Proportion of colleagues awarded a bonus

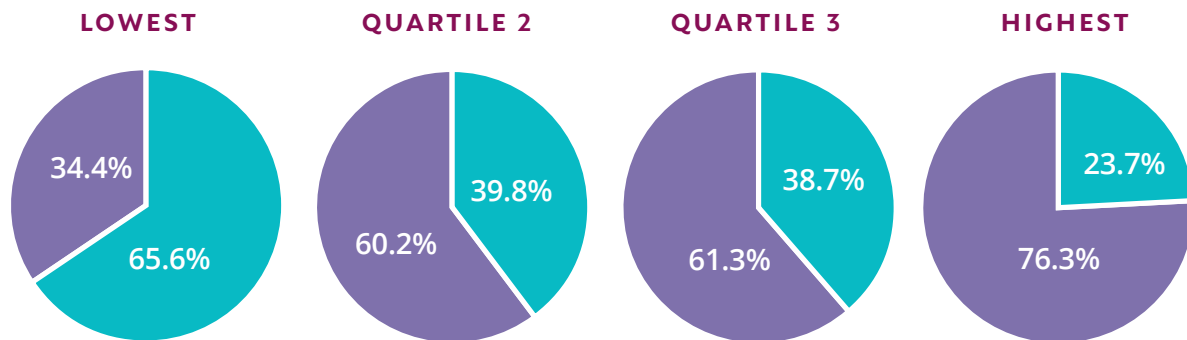


**91.8%**  
BONUS



**73.3%**  
BONUS

# Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles.

Embrace Financial services welcomes the requirements of the gender pay reporting legislation as a way of promoting gender equality within the workplace. Embrace Financial Services has a large number of males and females employees working in a wide variety of roles across its network of high street offices as well as within its head offices and support centres. As at 5th April 2019, 44% of our workforce were women and 56% were men.

We recognise that a gender pay gap does exist within the organisation, as detailed in the figures above. The two key reasons for this are; the lower number of women in senior roles, including our Financial Consultant roles and the lower numbers of men in more junior roles, rather than significant differences in rates of pay/pay structures between males and females performing the same role.

Embrace Financial Services recognises that traditionally Financial Services has been a male dominated industry and this has led in part to a higher proportion of males working within our business and thus progressing to roles that are more senior. Embrace Financial Services have been actively addressing this gender imbalance by ensuring succession plans have been developed which highlight several females at various levels whom are identified as 'future talent' and who will be supported in their development to increase the proportion of females in senior roles.

Additionally as a business, we have reviewed carefully the additional steps we believe we can undertake to help further address the gender imbalance and have put in place a number of actions. These focus on recruitment, training & development, mentoring, flexible working and family friendly policies, to ensure all our employees are encouraged to develop their careers to their full potential within our organisation.

In terms of the future, Embrace Financial Services is committed to exploring further ways in which to attract a greater proportion of females into both its Financial Consultant and senior managerial positions to further address the gender imbalance and, in turn, the resulting gender pay gap.

**I confirm the data reported is accurate.**



**Oliver Blake**

Managing Director, Embrace Financial Services

5th April 2019