

MAZARS GENDER AND BAME PAY GAP REPORT

2019

Gender and BAME pay gap report 2019

We believe that our team members can only achieve their full potential if we create an inclusive culture where everyone is able to be themselves and feels valued and accepted for who they are.

Our gender and Black Asian Minority Ethnic (BAME) pay gap figures for 2019 reveal that we have made some progress since 2018, but we acknowledge that we still have more work to do.

Diversity and inclusion are areas of key strategic importance for us and we will continue to focus on actions that drive positive change across our business.

Definitions

The MEAN shows the difference between the average hourly rate of pay and the mean bonus payments of male employees compared to that of female employees.

The MEDIAN shows the difference in the median hourly rate of pay and the median bonus payments of the 'middle' male employee compared to that of the 'middle' female employee.

The QUARTILES are calculated by ranking the pay for each employee from lowest to highest. This list is then divided into four equal sized groups of men and women.

Gender pay gap – Mazars UK

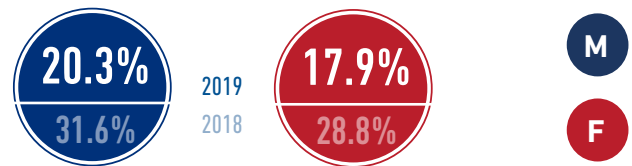
The gender pay gap shows the difference between the average hourly pay between male and female employees in an organisation. It provides a snapshot of the gender balance within a given period (the 'snapshot' date).

The gender pay gap is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value. According to the UK gender pay gap regulations, we are required to report on all of our entities that employ 250 or more employees, at the snapshot date of 5 April 2019. Because we consider the gender pay gap for all of our employees, the gender pay gap shown below is for all Mazars UK employees.

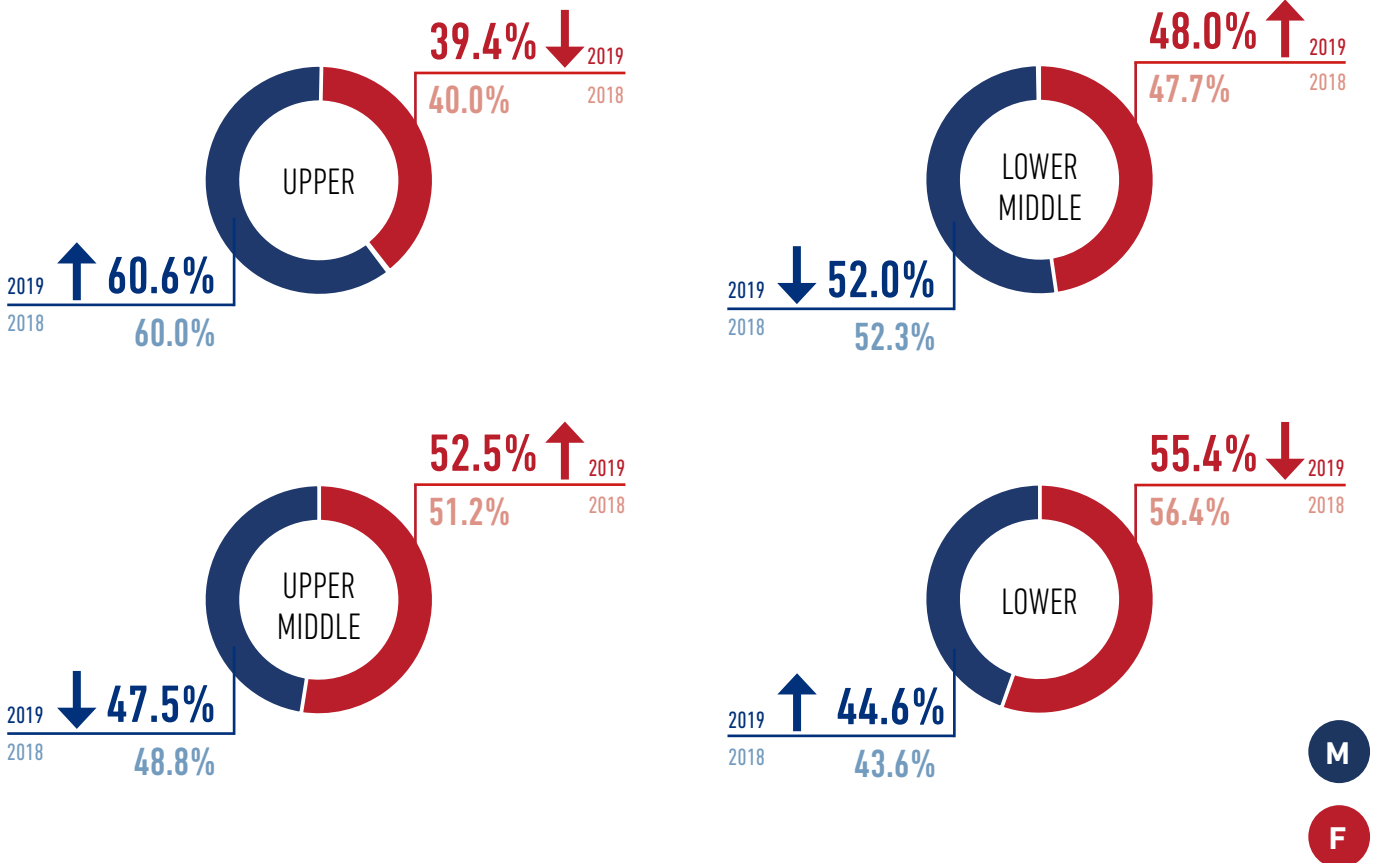
Pay and bonus mean and median calculations

	MEAN		MEDIAN	
	2019	2018	2019	2018
Pay gap	13.2%	13.0%	5.8%	6.5%
Bonus	23.9%	17.2%	-43.6%	10.7%

Percentage receiving bonus



Quartile distribution of males and females



Gender pay gap – Mazars Limited

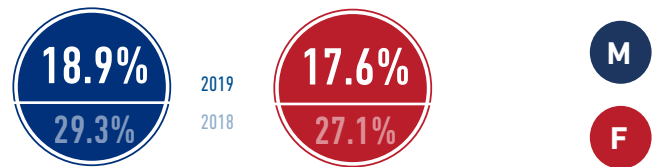
Mazars has one legal entity with more than 250 employees, Mazars Limited. Under the reporting regulations, we are required to report our gender pay gap for this entity separately.

The information below gives the statutory disclosure for Mazars Limited at the snapshot date of 5 April 2019.

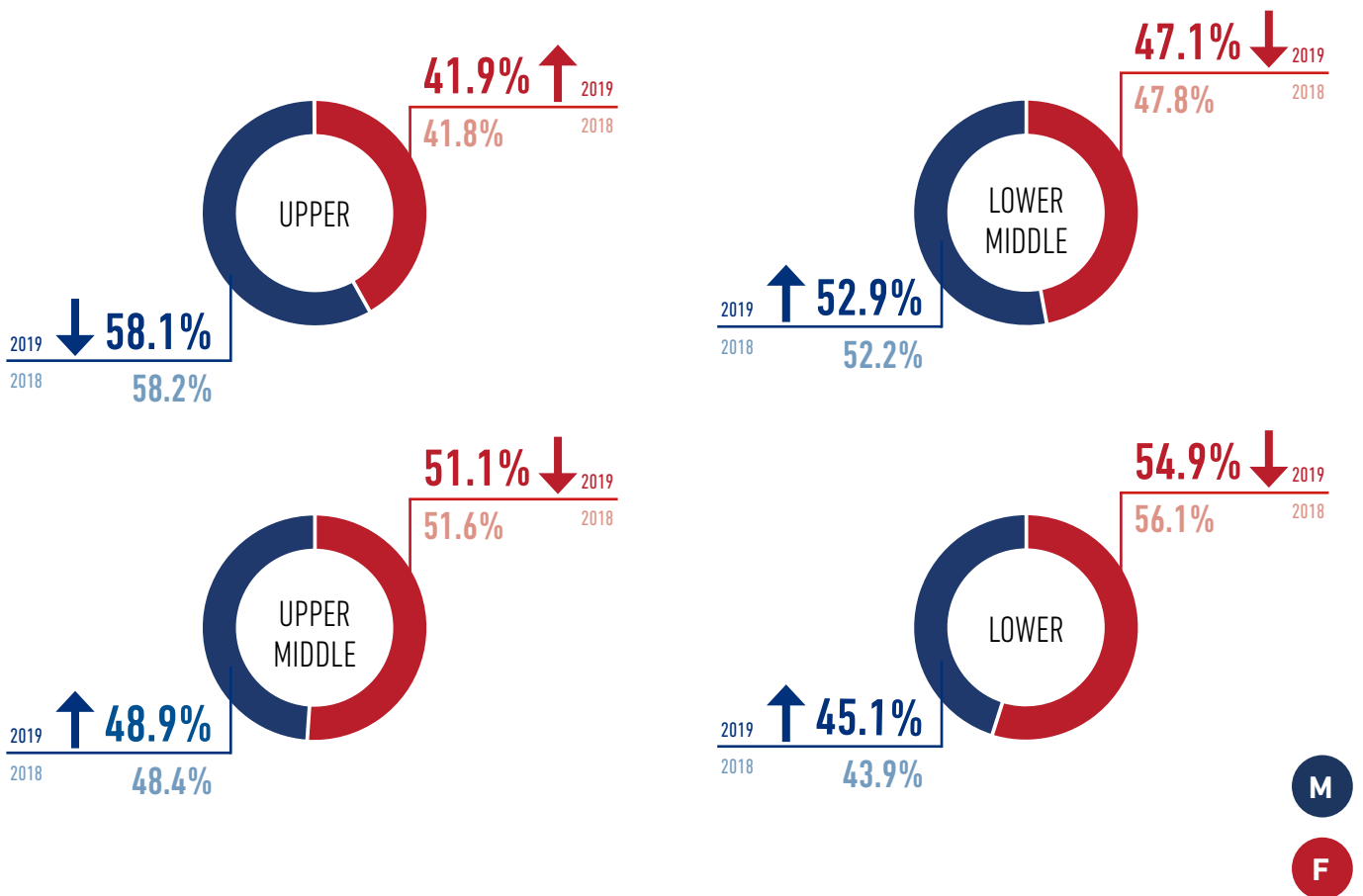
Pay and bonus mean and median calculations

	MEAN		MEDIAN	
	2019	2018	2019	2018
Pay gap	11.2%	10.7%	4.0%	5.2%
Bonus	22.6%	15.3%	-47.1%	4.7%

Percentage receiving bonus



Quartile distribution of males and females



BAME pay gap – Mazars UK

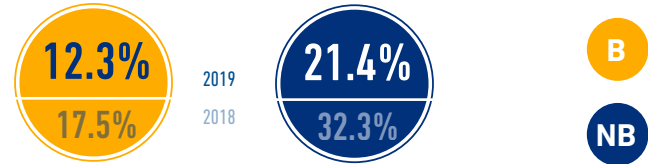
There is no legislative requirement to publish our ethnicity gap. However as part of our commitment to creating a diverse and inclusive workplace, we believe we should be transparent across all areas, not only gender. Therefore, we are going beyond the legal requirements and reporting the pay gap data for our BAME staff.

We have followed the gender pay gap reporting methodology to calculate our BAME pay gap where ethnicity data is available.

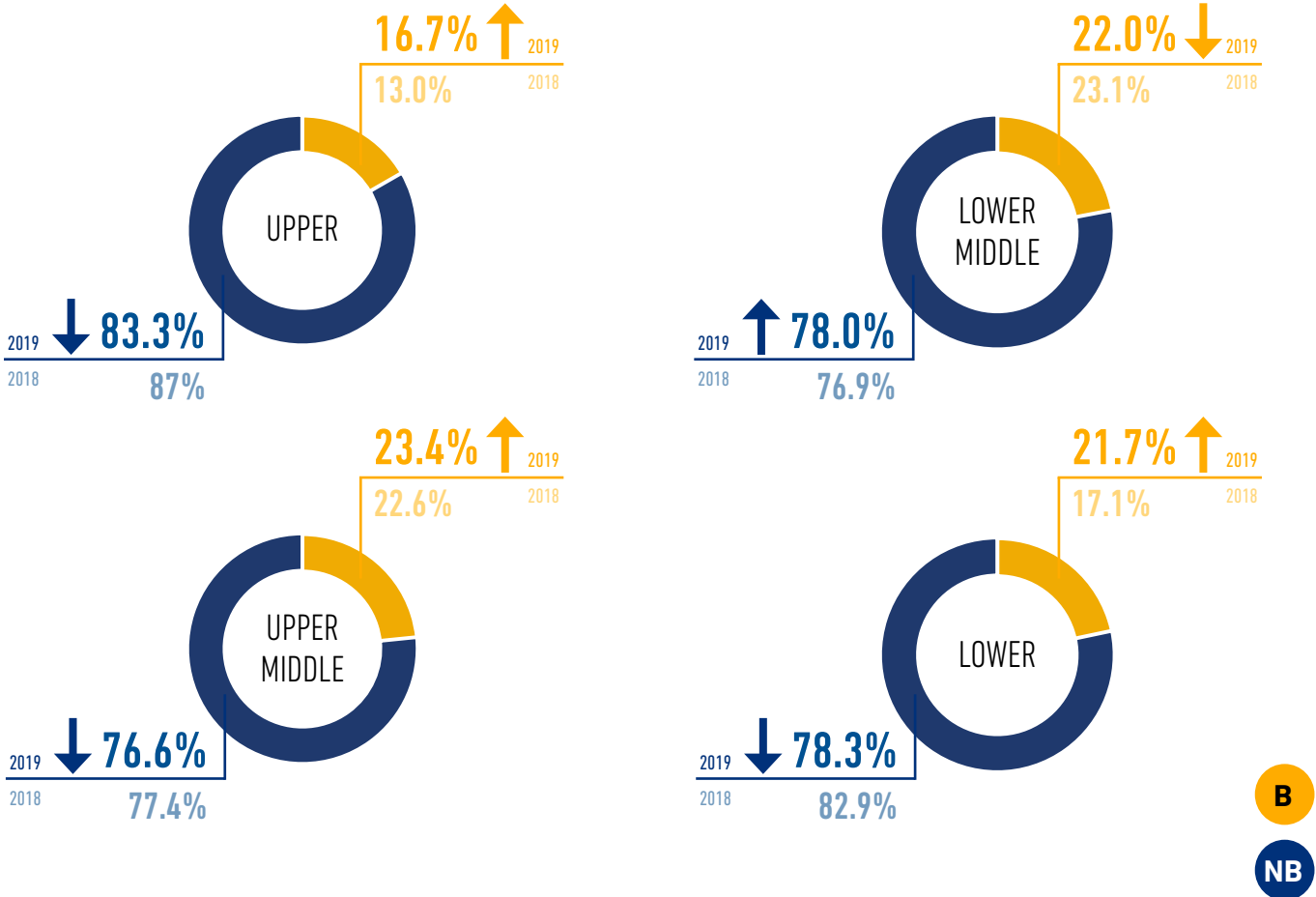
Pay and bonus mean and median calculations for BAME employees

	MEAN		MEDIAN	
	2019	2018	2019	2018
Pay gap	8.6%	8.9%	2.8%	4.5%
Bonus	31.2%	30.6%	51.0%	9.3%

Percentage receiving bonus



Quartile distribution of Non-BAME and BAME employees



BAME pay gap – Mazars Limited

There is no legislative requirement to publish our ethnicity gap. However as part of our commitment to creating a diverse and inclusive workplace, we believe we should be transparent across all areas, not only gender. Therefore, we are going beyond the legal requirements and reporting the pay gap data for our BAME staff.

We have followed the gender pay gap reporting methodology to calculate our BAME pay gap where ethnicity data is available.

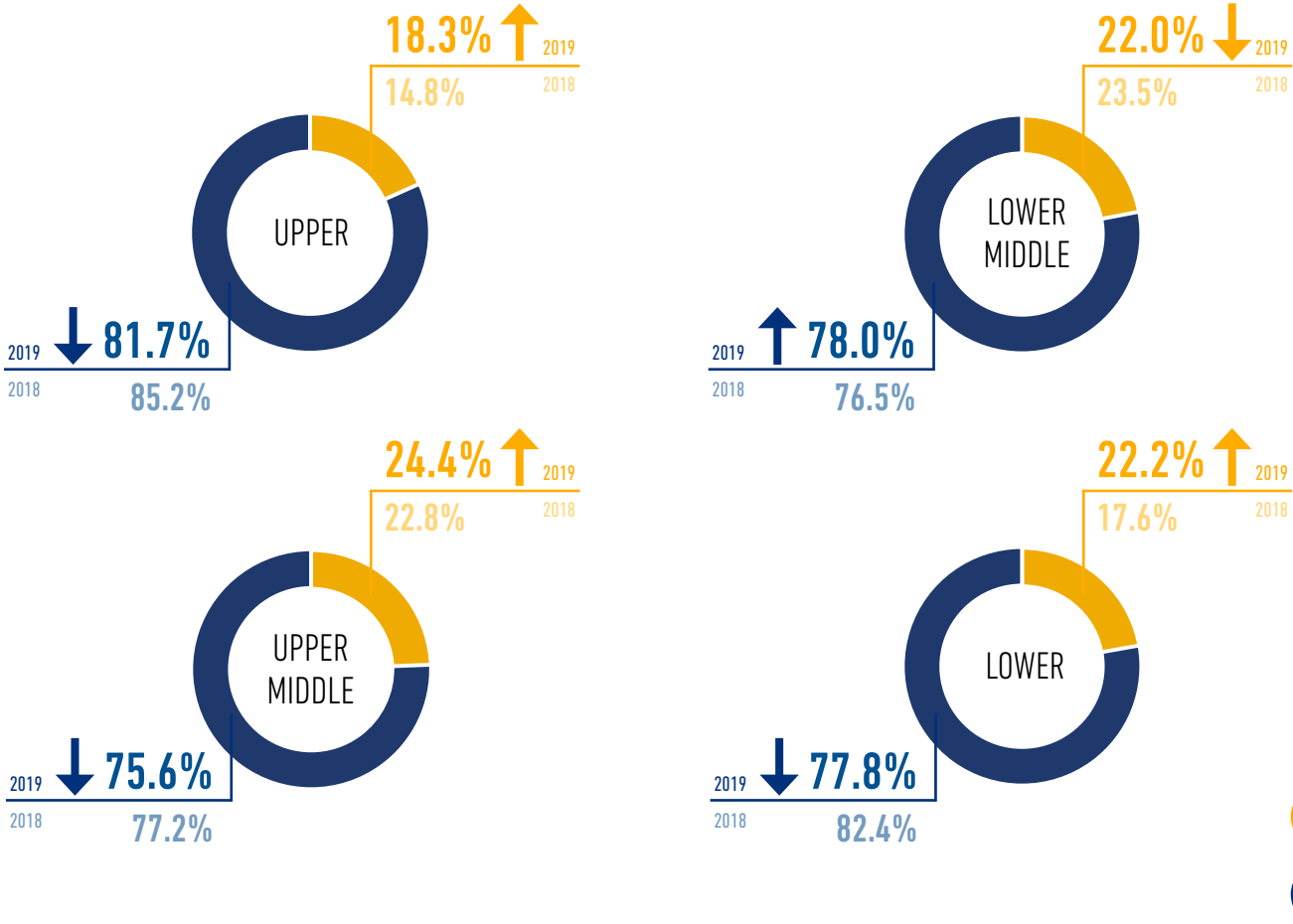
Pay and bonus mean and median calculations for BAME employees

	MEAN		MEDIAN	
	2019	2018	2019	2018
Pay gap	7.0%	7.2%	1.4%	2.5%
Bonus	26.8%	27.9%	47.5%	3.5%

Percentage receiving bonus



Quartile distribution of Non-BAME and BAME employees



Mazars UK partners and staff gender pay gap

We take our accountability seriously and have again chosen to go beyond the statutory reporting requirements by voluntarily reporting our gender pay gap for partners again this year.

Our calculations are based on the:

- staff pay gaps before bonus for the combined UK firm as set out above;
- profit share (i.e. earnings) that our partners at April 2019 received for our last financial year which ended on 31 August 2019; and
- combined post bonus difference between partner total earnings and staff total earnings for both men and women.

The calculations used are a combination of base pay and bonuses as we believe that this is the best means for comparing partner and staff earnings side by side.

	MEAN		MEDIAN	
	2019	2018	2019	2018
Staff	13.2%	13.0%	5.8%	6.5%
Partners	8.0%	11.9%	7.7%	18.7%
Staff & Partners (inc.bonus)	36.6%	37.7%	14.7%	15.3%

These calculations reveal a partner gender pay gap where male partners received, on average, higher earnings than female partners. This gap arises because we have fewer women in senior roles within the partnership.

What are the reasons for our pay gaps?

Our figures show that we have made some progress over the last year in achieving greater balance across the firm. However, our gender and BAME pay gaps continue primarily to be driven by having more non-BAME men

at senior levels where salaries are typically higher. We are confident that as a result of our regular analysis and monitoring, we meet our equal pay obligations.

What are we doing to close the gap?

We recognise that diversity can only be achieved if it is central to all aspects of our business: attraction and recruitment, pay, and equal access to training and opportunities.

Our action plan for this year includes launching a skills development programme aimed at accelerating the progression of our diverse talent; we plan to deliver a reverse mentoring programme to better understand the

lived experience of our minority groups within the firm; participation in a BAME cross-organisational mentoring programme run through Business in the Community.

We confirm that we have reviewed the Mazars pay gap data provided which has been collated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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Phil Verity
UK Senior Partner



Jac Berry
Head of Quality



Ian Wrightson
Head of People and Culture

Mazars LLP is the UK firm of Mazars, an international advisory and accountancy organisation, and is a limited liability partnership registered in England with registered number OC308299. A list of partners' names is available for inspection at the firm's registered office, Tower Bridge House, St Katharine's Way, London E1W 1DD.

Registered to carry on audit work in the UK by the Institute of Chartered Accountants in England and Wales. Details about our audit registration can be viewed at www.auditregister.org.uk under reference number C001139861.

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