



# ARBUTHNOT LATHAM

Bankers since 1833

## Gender Pay Gap for 2022 - 2023

Below are the details Arbuthnot Latham & Co., Limited is required to disclose under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Arbuthnot Latham is an equal opportunities employer and will continue its policy of recruiting the best available candidate for every position.

- 1) The difference in the mean pay of full-pay men and women, expressed as a percentage: 32.05%
- 2) The difference in the median pay of full-pay men and women, expressed as a percentage: 27.22%
- 3) The difference in mean bonus pay of men and women, expressed as a percentage: 59.89%
- 4) The difference in median bonus pay of men and women, expressed as a percentage: 40.0%
- 5) The proportion of men and women who received bonus pay:
  - Women: 83.64% received bonus pay;
  - Men: 85.19% received bonus pay.
- 6) The proportion of full-pay men and women in each of four quartile pay bands.

	Male	Female
Q1 (lowest paid)	48.8	51.2
Q2	48.4	51.6
Q3	53.9	46
Q4 (highest paid)	80.5	19.5

### Declaration

I confirm that the Arbuthnot Latham Gender Pay Gap calculations featured in the above report are accurate.

Andy Dagger, Group HR Director,  
Arbuthnot Latham

22nd April 2024

Registered in England and Wales No. 819519. Arbuthnot Latham & Co., Limited is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Arbuthnot Latham & Co., Limited is on the Financial Services Register under Firm Reference Number 143336.