



ARBUTHNOT LATHAM
Bankers since 1833

Gender Pay Gap for 2024 – 2025

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:
23.23%
2. The difference in the median pay of full-pay men and women, expressed as a percentage:
23.08%
3. The difference in mean bonus pay of men and women, expressed as a percentage: 52.20%
4. The proportion of men and women who received bonus pay:
Women: 88.42% received bonus pay;
Men:88.59% received bonus pay.
5. The Proportion of full-pay men and women in each of four quartile pay bands.

	Male	Female
Q1 (lowest paid)	50.92	49.08
Q2	48.77	51.23
Q3	54.32	45.68
Q4 (highest paid)	72.84	27.16

Declaration

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

Stephen Kelly
Chief Risk Officer
Arbuthnot Latham