

GENDER PAY REPORT

STATUTORY REPORTING

The data required by the legislation is based on employees of DAC Beachcroft Services Limited, all of whom work either in DAC Beachcroft LLP or DAC Beachcroft Claims Limited, with a snapshot date of 5 April 2022. When reviewing the report, it is helpful to recall that a gender pay gap is the difference between the average earnings of men compared with those of women. It is a different concept from equal pay which is about equal pay for equal work.

A full report of our updated action plan outlining our response is to follow.

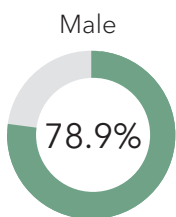
Hourly pay gap

Measure	FY21	FY22	Change
Mean	25.5%	22.8%	-2.7% ▼
Median	22.3%	21.3%	-1.0% ▼

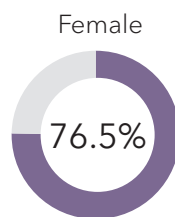
Bonus gap

Measure	FY21	FY22	Change
Mean	58.5%	48.8%	-9.7% ▼
Median	00.0%	20.0%	20.0% ▲

Proportion of female/male employees who received a bonus



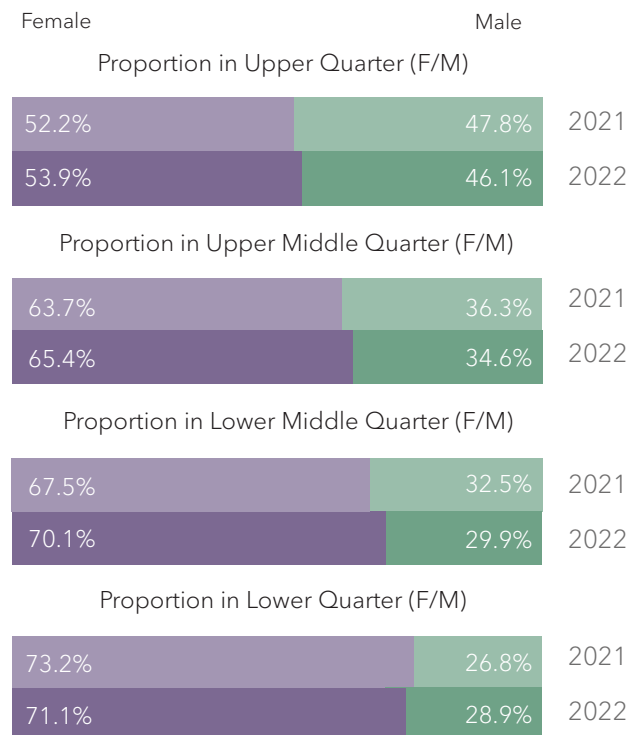
This is a 6.9% decrease from 2021



This is a 15.1% decrease from 2021

Quarters

The legislation requires us to identify our overall pay range, divide it into equal-sized quarters and report on the percentage of men and women in each quarter.



I confirm that the information in this report is true and accurate.

Virginia Clegg
Senior Partner, DAC Beachcroft