

**HARRIS + HOOLE**

# Gender Pay Report 2024





At Harris + Hoole we strive to create a positive, dynamic and inclusive culture where we respect and value the individuality that our team members bring. We are hugely proud of our diversity and believe that our people are the beating heart of our business. Whilst we recognise that we still have some opportunity to diversify our team further, we are committed to finding ways in which we can attract, develop and retain the best talent.

Our 2024 gender pay figures are encouraging and we are pleased to report a median pay gap of 0.66% which represents a small decrease from 2023. Our mean pay gap has also decreased slightly vs 2023 at 0.18%. Our median bonus gap for 2024 sits at 26.44% and our mean bonus gap at 34.41%.

We are committed to reducing the gender pay gap within Harris + Hoole and will work to address these results throughout the coming year.

I am confident that the data and information reported within this report are accurate as of the snapshot date of 5<sup>th</sup> April 2024 and have been calculated according to the requirements of the Equality Act 2010 (Gender Pay Information) Regulations 2017.

**Andrea Cooper**  
Group HR Director

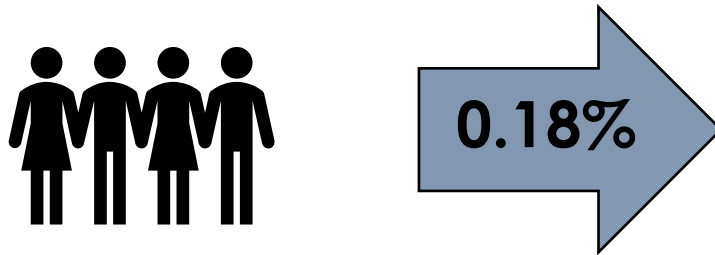


<b>OUR RESULTS</b>	<b>2019(%)</b>	<b>2020 (%)</b>	<b>2021 (%)</b>	<b>2022 (%)</b>	<b>2023 (%)</b>	<b>2024 (%)</b>
Gender pay gap as a mean average (%)	<b>-7.4</b>	<b>2.8</b>	<b>-2.0</b>	<b>0.35</b>	<b>0.42</b>	<b>0.18</b>
Gender pay gap as a median average (%)	<b>-8.7</b>	<b>1.6</b>	<b>-31.8</b>	<b>0.31</b>	<b>0.69</b>	<b>0.66</b>
Gender bonus pay gap as a mean average (%)	<b>-10.0</b>	<b>-5.4</b>	<b>-</b>	<b>21.66</b>	<b>-28.04</b>	<b>34.41</b>
Gender bonus pay gap as a median average (%)	<b>0.8</b>	<b>12.9</b>	<b>-</b>	<b>30.00</b>	<b>-50.33</b>	<b>26.44</b>
Proportion of males receiving bonus (%)	<b>86.0</b>	<b>76.7</b>	<b>0</b>	<b>13.58</b>	<b>18.26</b>	<b>26.98</b>
Proportion of females receiving bonus (%)	<b>87.7</b>	<b>76.3</b>	<b>0</b>	<b>16.00</b>	<b>12.37</b>	<b>14.95</b>



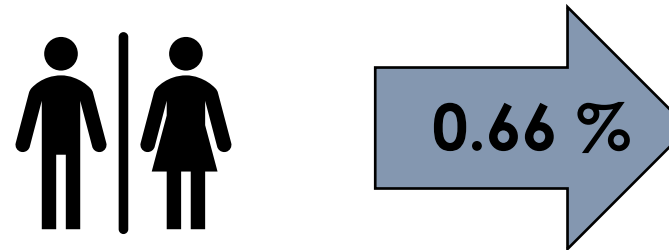
### Gender pay gap as a mean average

*The difference in pay between our total wage spend-per-woman and our total wage spend-per man.*



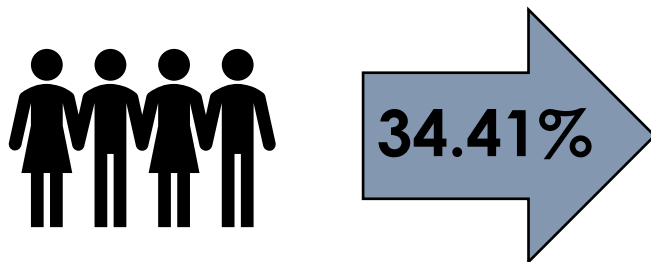
### Gender pay gap as a median average

*The difference in pay between the middle-ranking woman and the middle-ranking man.*



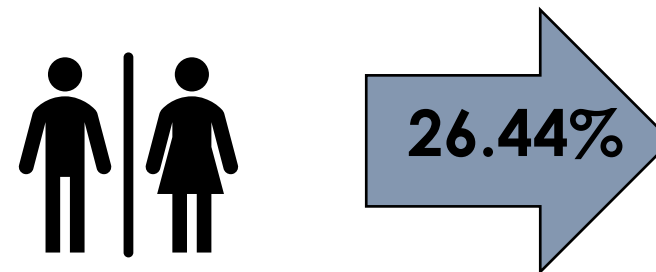
### Gender bonus pay gap as a mean average

*The difference in bonus between our total bonus paid-per-woman and total bonus paid-per-man*



### Gender bonus pay gap as a median average

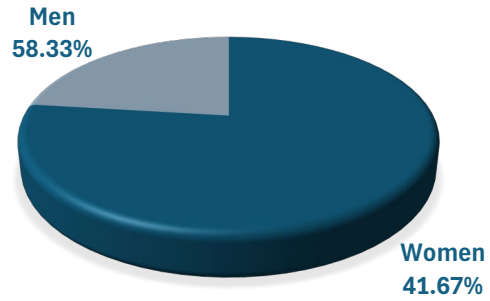
*The difference in bonus pay between the middle-ranking woman and the middle-ranking man.*



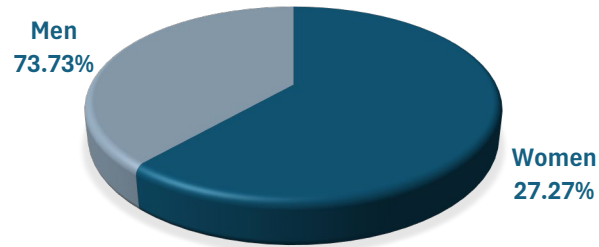


### Proportion of Males and Females by Pay Quartile

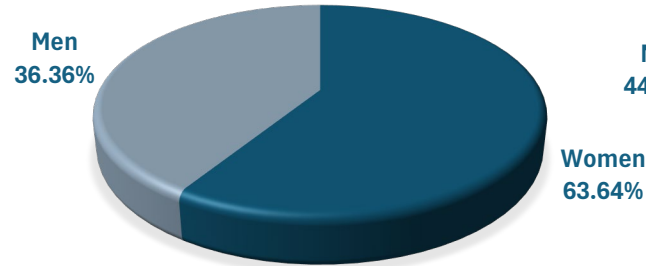
**LOWER QUARTILE**



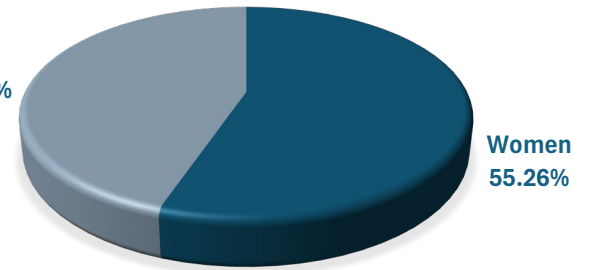
**LOWER MIDDLE QUARTILE**



**UPPER MIDDLE QUARTILE**



**UPPER QUARTILE**



### PORTION OF MALE VS FEMALE RECEIVING BONUS

