

# **Ebury Partners' Gender Pay Gap Report 2018**

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## **Introduction**

Over the past 9 years, Ebury has experienced substantial growth, both in terms of our client base and the size of our exceptionally talented and driven workforce.

We believe that honesty, fairness, respect, diversity and gender balance has been crucial to our success. In order to maintain Ebury's standards in this respect, we run a number of internal and external initiatives and programmes to ensure that this balance remains. The data that has been produced for this report will enable Ebury to continue tackling the gender pay gap.

Ebury's gender pay gap reports on the average hourly pay for all male and female staff who are employed by Ebury Partners UK Ltd regardless of their role and seniority. Ebury is confident that our approach to remunerating our staff treats all staff equally and fairly and this report is not a report on equal pay as the report does not compare the remuneration of male and females who are employed in the same or similar role.

## I - Overview of Ebury's gender pay gap results

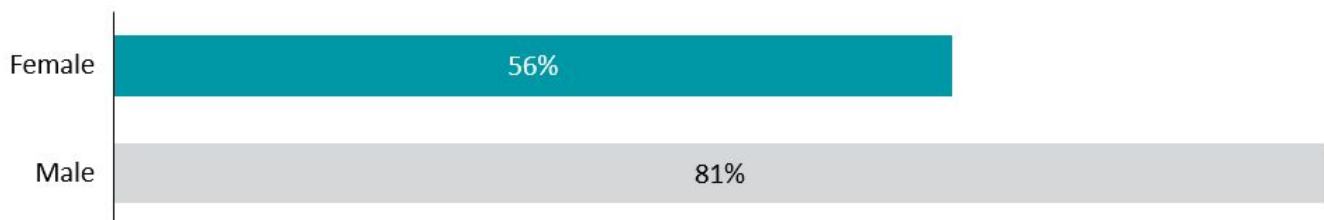
### a) Hourly gender pay gap

	<b>Mean</b>	<b>Median</b>
<b>Hourly Pay</b>	24%	14%

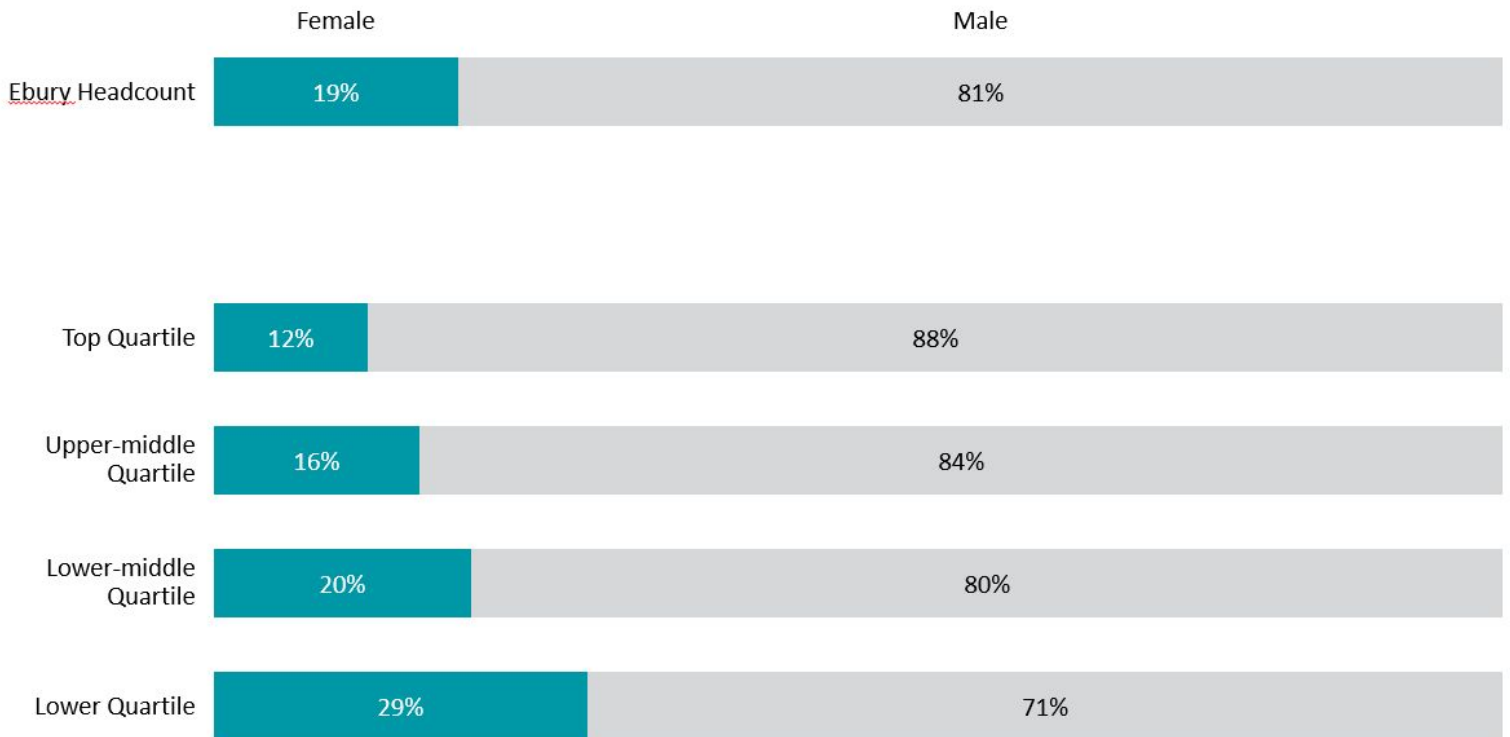
### b) Bonus gap

	<b>Mean</b>	<b>Median</b>
<b>Bonus Pay</b>	66%	91%

### c) Proportion of male and female employees who received a bonus



### d) Pay Quartiles



## II - Understanding Ebury's gender pay gap

Overall, the hourly pay gap has slightly decreased compared to the previous year (3% less in mean and median average). We have noticed, however, that bonus pay gap has increased. This is influenced by the fact that:

- The gender pay gap is highly correlated to the distribution of Male and Females employees across the front and back office teams and different levels of seniority.
- By making a distinction between front and back office we can see that the 75% of Ebury's headcount is in the former and out of these, the percentage of men in senior roles is 94%. The remuneration of Ebury's Front office is entirely tied to the performance indicators related to sales expectations, as is promotion to senior roles.
- On the other hand, Ebury's back office headcount is more evenly distributed between women and men with 41% being female.  
Despite the fact that the number of women with managerial positions within this division increased compared to the previous year, they remain mostly occupied by men (68% as of April 2018 and 62% the previous year).
- Both promotion within the Front Office department and the increased number of Back office managers result in the fact that the top quartile is the quartile with the least percentage of women.

Still, when it comes to the back office the hourly pay gap is significantly lower for comparable functions.

### III - How Ebury is addressing the gender pay gap

The benefits of a diverse and inclusive culture are self-evident within our company. On a year on year basis, Ebury's aim is to reduce the gender pay gap and we shall continue to focus on ensuring that there is no bias or prejudice in the hiring, development, retention and promotion of women at Ebury. In order to achieve our goals, Ebury will continue to focus on internal and external initiatives and programmes. An example of our work to date includes;

- Actively seeking to encourage female applicants to our front office team to address the underrepresentation of female staff in this team.
- Continuing to actively drive a gender-balanced intake of graduate recruitment.
- Continue developing our internal policies and processes to ensure that all recruitment decisions are fair.
- Introduction of a mentoring programme for our female employees to ensure they have all necessary support to accelerate their career progression.
- Women only networking and workshops.

## Summary

Through the initiatives and programmes that Ebury have implemented to date, we believe that we are making real progress to achieving not only a better gender pay balance but also an environment that supports and encourages women to succeed at Ebury. Whilst we are aware that this will take time, the company remains committed and they shall continue to promote internal and external initiatives and programmes to ensure the equality of the gender pay gap over time.

I confirm that the data in this report is accurate.



Juan Lobato

Co-CEO and Co-Founder

