

Gender pay report

2018



3%

Mean pay gap

-7%

Median pay gap

81.2%

Mean bonus gap

88.9%

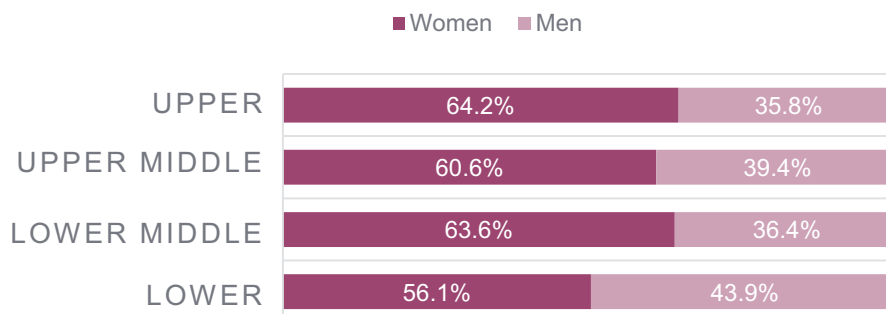
Median bonus gap

To help our clients thrive, it is vital we recruit and retain focused, high performing, diverse and committed people.

Our values and our vision are integral in all that we do and are embedded throughout the firm. We have three clear principles which guide our vision for the future.

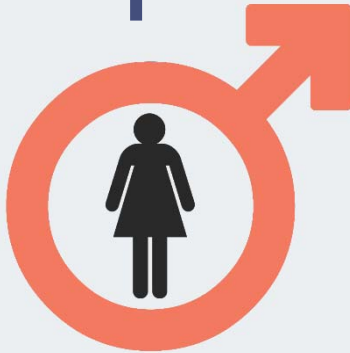
- People are at the centre of everything we do including our employees, clients, local communities and other stakeholders.
- Constant investment is necessary for us to continue to grow sustainably and to provide career development opportunities for our people.
- Everything is for the long term.

QUARTILE PAY BANDS



PERCENTAGE RECEIVING A BONUS

2.4%



0.8%

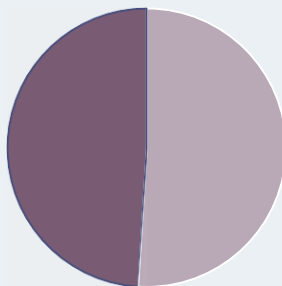


TRAINEE INTAKE 2018

49% 51%

FEMALE

MALE



Our mean gender pay gap of 3% represents the difference in men and women's average earnings, regardless of their role or seniority. Last year our mean pay gap was 8.2%.

Our analysis shows that the pay gap is slight reflecting our commitment to no unconscious bias to either gender.

We do not operate a bonus scheme at Hazlewoods and therefore the percentages do not reflect our overall approach to reward.

We recognise the strengths that diversity can bring, and are committed to equal opportunities and equal treatment of everyone at the firm.

Having a diverse mix of talented people to advise our clients is fundamental to our commercial success and we are looking at every stage of our recruitment and talent management process to help us do that. We have had particular success in our graduate and apprenticeship schemes. In 2018 our intake of female graduate trainees was 49%.

Our remuneration practices are designed to reward and recognise the contribution of all employees, and be free of gender bias. We complete regular salary benchmarking exercises, using external agencies and consultants, to help standardise and inform pay recommendations.

We aim for continuous improvement in our employment practices. Our commitment needs to be long term and sustainable. We will:

- Continue to develop our flexible working practices for all our people and promote a healthy work life balance.
- Create and embed structured coaching and mentoring culture.
- Develop inclusive leadership training.
- Continue to develop policies and frameworks to help people balance their lives. We will develop enhanced parental leave by reviewing all family leave policies to create better working environments for our people.

Jon Cartwright
Managing Partner

We confirm that we have reviewed the Hazlewoods pay data provided which has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Staverton Court, Staverton, Cheltenham, GL51 0UX
Tel. 01242 680000

www.hazlewoods.co.uk / @Hazlewoods

HAZLEWOODS

DRIVING LIFELONG PROSPERITY

This newsletter has been prepared as a guide to topics of current financial business interests. We strongly recommend you take professional advice before making decisions on matters discussed here. No responsibility for any loss to any person acting as a result of the material can be accepted by us. Hazlewoods LLP is a Limited Liability Partnership registered in England and Wales with number OC311817. Registered office: Staverton Court, Staverton, Cheltenham, Glos, GL51 0UX. A list of LLP partners is available for inspection at each office. Hazlewoods LLP is registered to carry on audit work in the UK and Ireland and regulated for a range of investment business activities by the Institute of Chartered Accountants in England & Wales.



WE ARE AN INDEPENDENT MEMBER OF
**THE GLOBAL ADVISORY
AND ACCOUNTING NETWORK**