

GENDER PAY AT A GLANCE - APRIL 2023



Simon Massey,
Managing Partner

“ We work extensively to ensure that we pay competitive and benchmarked salaries to all our employees, and we look purely at the skills and responsibilities of the role when setting compensation. There has been an improvement in our overall gender pay gap in this period, which is great news despite the simplicity of the calculation. We are committed to striving for continued improvement as we move forward.

Our ‘Better Place to Work’ diversity, equity and inclusion project comprises a cross-functional team working closely with employee advocates who represent the diversity of the Menzies workforce. They help us to be conscious of the needs of all the groups represented in our Firm. More information about this initiative can be found on our ‘Careers’ pages.”

2023 Pay Gap	Mean	Median
Gender Pay Gap	6.3% (2022 – 10.0%)	10.9% (2022 – 18.2%)
Gender Bonus Pay Gap	13.1% (2022 – 13.8%)	18.6% (2022 – 11.4%)

2023 Quartiles	Females	Males
Upper	46.6% (2022 – 45.6%)	53.4% (2022 – 54.4%)
Upper Middle	55.6% (2022 – 58.3%)	44.4% (2022 – 41.7%)
Lower Middle	63.2% (2022 – 64.1%)	36.8% (2022 – 35.9%)
Lower	48.7% (2022 – 54.8%)	51.3% (2022 – 45.2%)

PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



83.6%



73.3%