

GENDER PAY AT A GLANCE - APRIL 2024



Simon Massey
Managing Partner

“Menzies is committed to offering competitive, benchmarked salaries for all our employees, determined solely by the skills and responsibilities of each role. We are pleased to report a positive improvement in our overall gender pay gap during this period, reflecting the strength and promise of the exceptional female talent within the Firm. Notably, 65% of promotions since the last pay gap reporting have been awarded to female employees, further emphasising our dedication to fostering equitable career progression.

As we move forward, we remain committed to ongoing progress, exemplified by our 'Better Place to Work' diversity, equity, and inclusion (DEI) initiative. This cross-functional movement brings together employee advocates from across our workforce, ensuring the diverse needs of all groups within Menzies are understood and addressed. We were proud to be accredited as a 'Sunday Times Best Place to Work' for 2024 which reflects the high engagement and job satisfaction of all our colleagues. For more details about how we strive for continuous improvement, please visit the 'Careers' section of our website.”

2024 Pay Gap	Mean	Median
Gender Pay Gap	5.3% (2023 – 6.3%)	2.3% (2023 – 10.9%)
Gender Bonus Pay Gap	15.4% (2023– 13.1%)	1.2% (2023 – 18.6%)

2024 Quartiles	Females	Males
Upper	46.1% (2023 – 46.6%)	53.9% (2023 – 53.4%)
Upper Middle	56.0% (2023 – 55.6%)	44.0% (2023 – 44.4%)
Lower Middle	55.3% (2023 – 63.2%)	44.7% (2023 – 36.8%)
Lower	50.4% (2023 – 48.7%)	49.6% (2023 – 51.3%)

PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



74.4%



71.6%