

GENDER PAY REPORT

STATUTORY REPORTING

The data required by the legislation is based on employees of DAC Beachcroft Services Limited, all of whom work either in DAC Beachcroft LLP or DAC Beachcroft Claims Limited, with a snapshot date of 5 April 2021. When reviewing the report, it is helpful to recall that a gender pay gap is the difference between the average earnings of men compared with those of women. It is a different concept from equal pay which is about equal pay for equal work.

A full report of our updated action plan outlining our response is to follow.

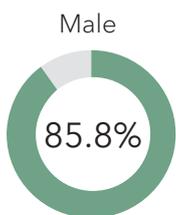
Hourly pay gap

Measure	FY20	FY21	Change
Mean	25.3%	25.5%	0.2% ▲
Median	20.5%	22.3%	1.8% ▲

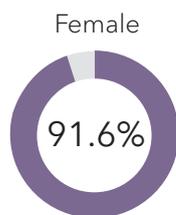
Bonus gap

Measure	FY20	FY21	Change
Mean	51.5%	58.5%	7.0% ▲
Median	20.6%	00.0%	-20.6% ▼

Proportion of female/male employees who received a bonus



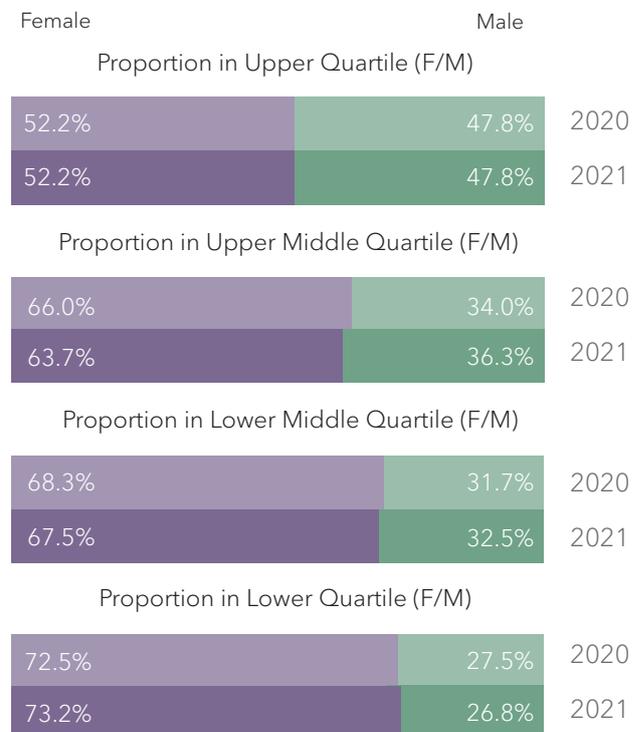
This is a 7.4% increase from 2020



This is a 9.2% increase from 2020

Quartiles

The legislation requires us to identify our overall pay range, divide it into equal-sized quartiles and report on the percentage of men and women in each quartile.



I confirm that the information in this report is true and accurate.

Virginia Clegg
Senior Partner, DAC Beachcroft