



Gender pay gap reporting

Ed Broking LLP
inc. Ed Broking Holdings (London) Ltd

Results as at 5 April 2021

Ed.

Gender Pay Gap Report: 2022

Gap in hourly pay

43%

51%

Mean

Median

Change in gap vs 2020

Change in gap vs 2020

0% (no change)

0% (no change)

Gender Pay Gap Report: 2022

Bonus paid in 2021 for 2020 performance

64%

60%

Mean

Median

Change in gap vs 2020

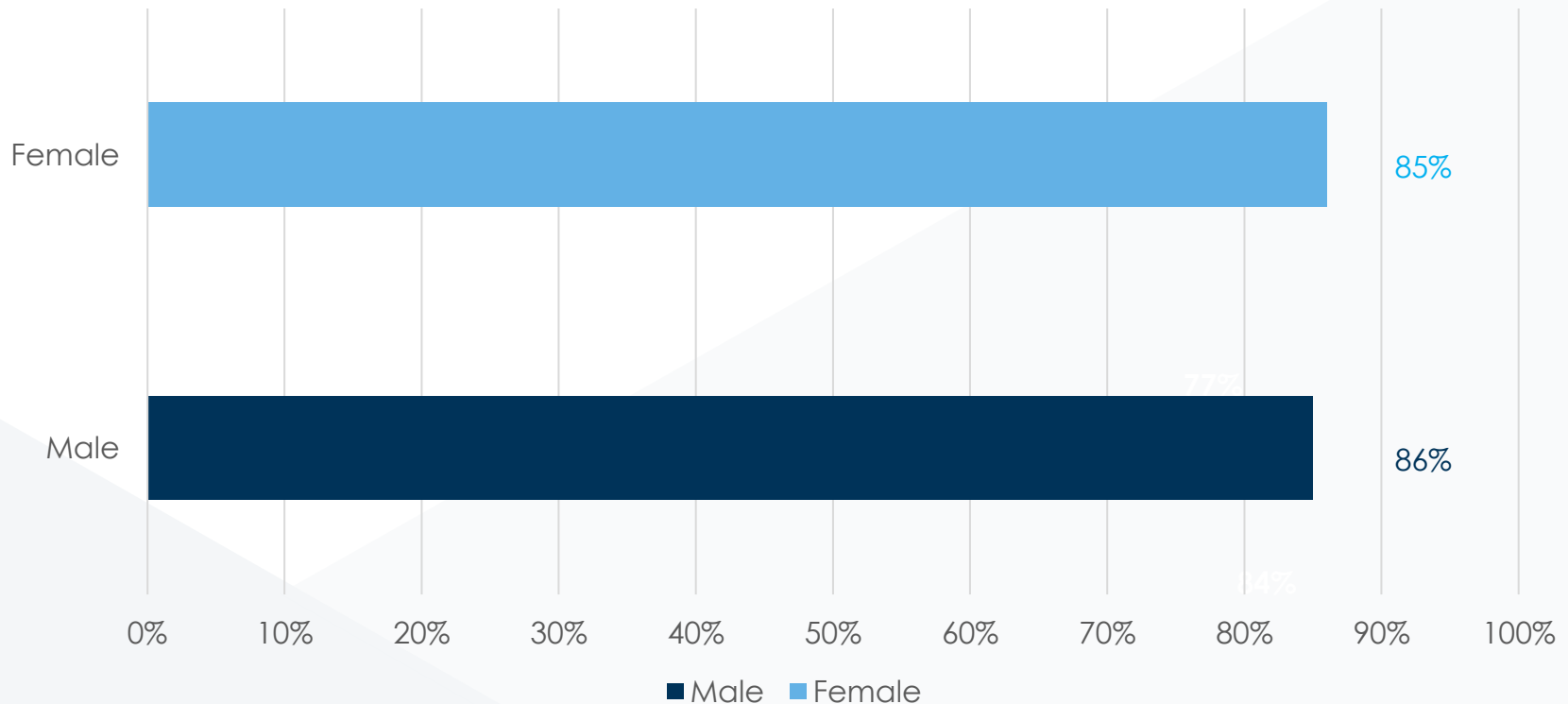
+1.6% from 2018 (increased)

Change in gap vs 2020

+0% from 2020 (no change)

Gender Pay Gap report: 2022

Proportion of males and females receiving a bonus in 2021



Female change in gap vs 2020

+4.9% from 2020 (increased)

Male change in gap vs 2020

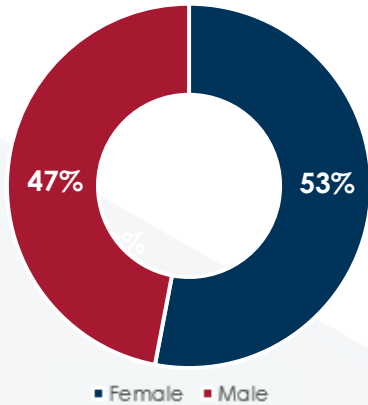
2.3% from 2018 (increased)

Gender Pay Gap report: 2022

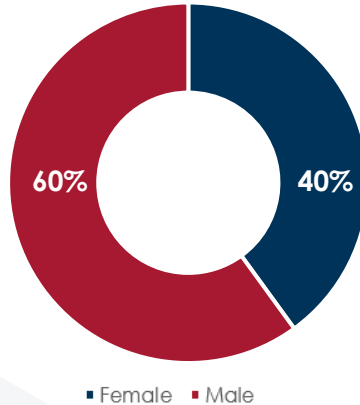
Proportion of males and females by pay quartile

This is the distribution of male and female employees in four quartile pay bands.

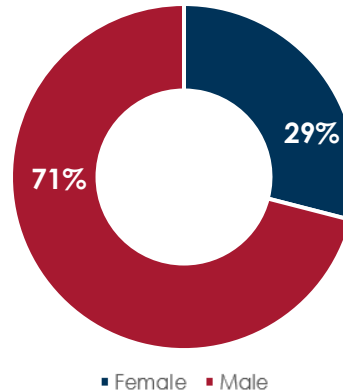
Lower Quartile (Q4) gender distribution



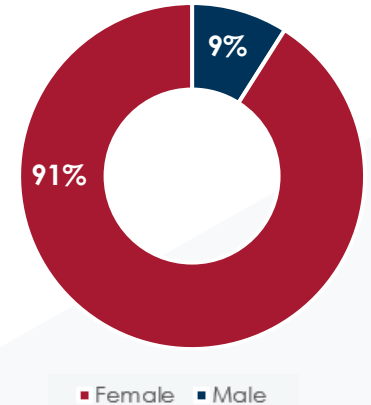
Lower Middle Quartile (Q3) gender distribution



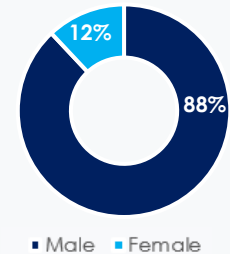
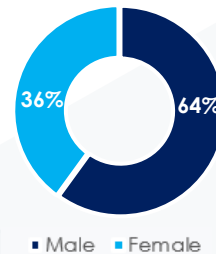
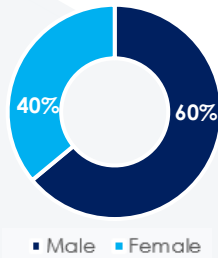
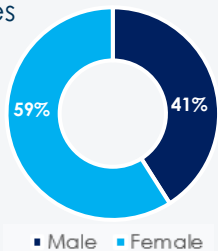
Upper Middle Quartile (Q2) gender distribution



Upper Quartile (Q1) gender distribution



2021 figures

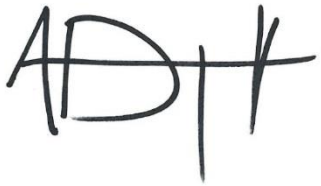


In line with the reporting requirements, the results are for Ed Broking as at 5 April 2021. Report published April 2022.

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Declaration

I confirm the gender pay gap data contained in this report is accurate.

A handwritten signature in black ink, appearing to read 'ADIT', with a horizontal line crossing through the middle of the letters.

Andrew Draycott
Chief Executive Officer
Ed Broking LLP