
2022/2023

GENDER PAY GAP REPORT



AAB

GROUP

OVERVIEW

The following group companies are included in this report:

- A2+B LLP
- AAB Investments
- AAB People
- AAB Wealth
- Anderson, Anderson and Brown Consulting
- Anderson, Anderson and Brown LLP
- FPM
- May Figures
- Pioneer Bidco
- Sagars Accountants
- Think People

AAB Group (comprising of the above entities) has 667 of employees in total, 60% female and 40% male. The figures in this report include both our employees and partners.

In 2022, the group made 3 acquisitions including Think People, FPM and May Figures increasing our headcount by 215.

Anderson, Anderson and Brown LLP is the only entity in the group that meet the threshold for reporting on Gender Pay Gap, and we are delighted that the gap has reduced since 2022.



GENDER PAY GAP DEFINED

MEAN HOURLY PAY GAP

The Mean Hourly Pay Gap is measured by calculating the difference between the average hourly rate of pay of male employees and that paid to female employees.

MEDIAN HOURLY PAY GAP

The Median Hourly Pay Gap is measured by calculating the difference between the mid-point hourly rate of pay of male employees and that paid to female employees.

MEAN BONUS PAY GAP

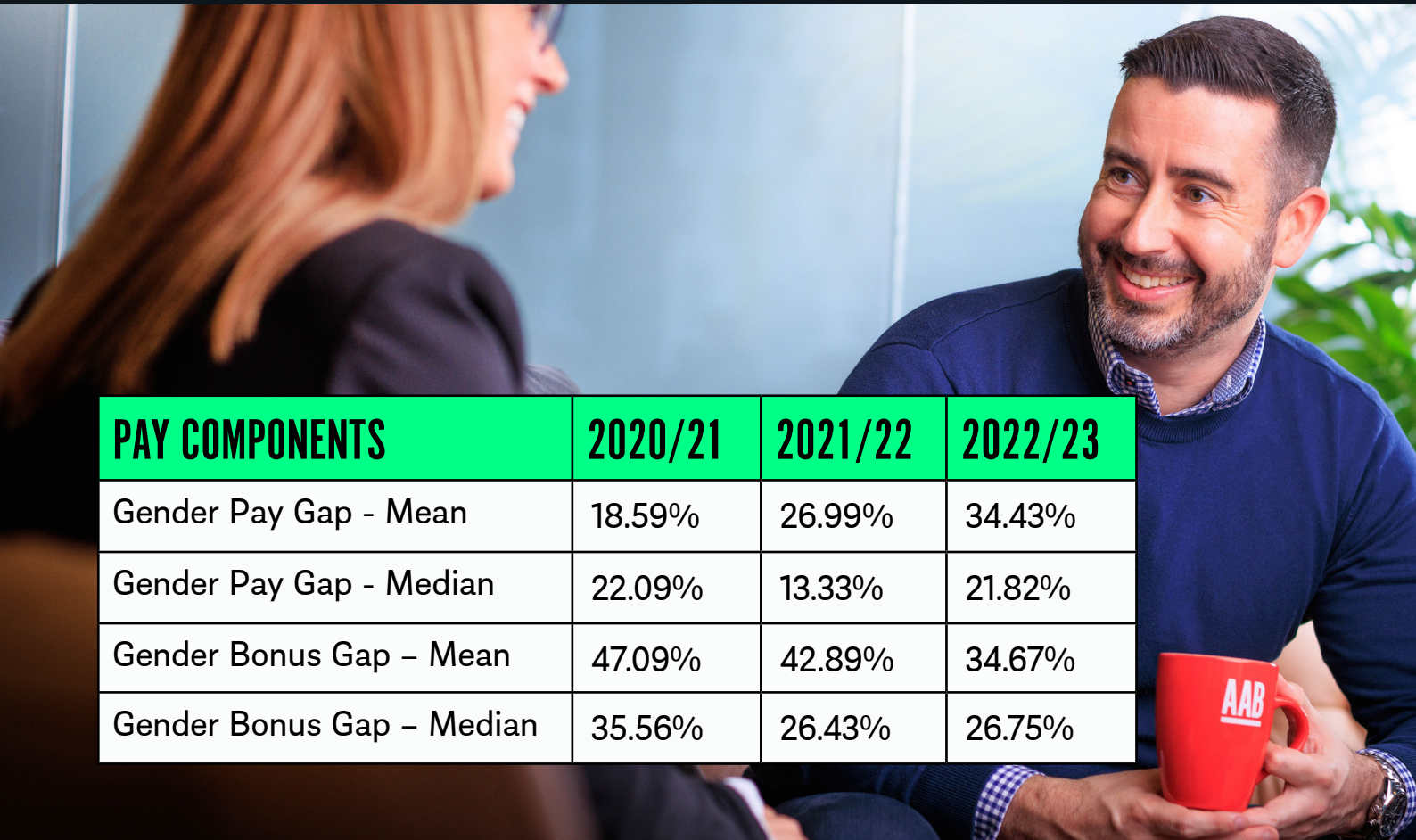
The Mean Bonus Gap is the difference between the mean bonus pay paid to male employees and that paid to female employees.

MEDIAN BONUS PAY GAP

The Median Bonus Gap is the difference between the median bonus pay paid to male employees and that paid to female employees.



AAB GROUP GENDER PAY GAP



PAY COMPONENTS	2020/21	2021/22	2022/23
Gender Pay Gap - Mean	18.59%	26.99%	34.43%
Gender Pay Gap - Median	22.09%	13.33%	21.82%
Gender Bonus Gap – Mean	47.09%	42.89%	34.67%
Gender Bonus Gap – Median	35.56%	26.43%	26.75%

WHAT DOES THIS TELL US?

AAB Group have been through another year of change in the period of 2022/2023. As a growth focused business with extensive mergers & acquisitions activity there is a period of consolidation required to allow us to understand all of the businesses that make up our group and provide the opportunity to determine how we improve our Gender Pay Gap as we move forward, and give it due consideration when looking at further acquisitions.

In 2023, we made our biggest acquisition to date of French Duncan LLP. We are confident that through our integration process and the positive changes we are making within the group with regards to our diversity and inclusion that this is something we can look to improve moving forward.

AAB GROUP **GENDER BONUS GAP**

BONUS PAY

The proportion of male and female employees who received a bonus during the reference period was 37% of females and 33% of males.

WHAT DOES THIS TELL US?

The mean bonus pay gap has reduced over the last two years, and the median is similar to it was last year.

Compared to the previous year, the mean bonus pay gap has improved by 8.22%.

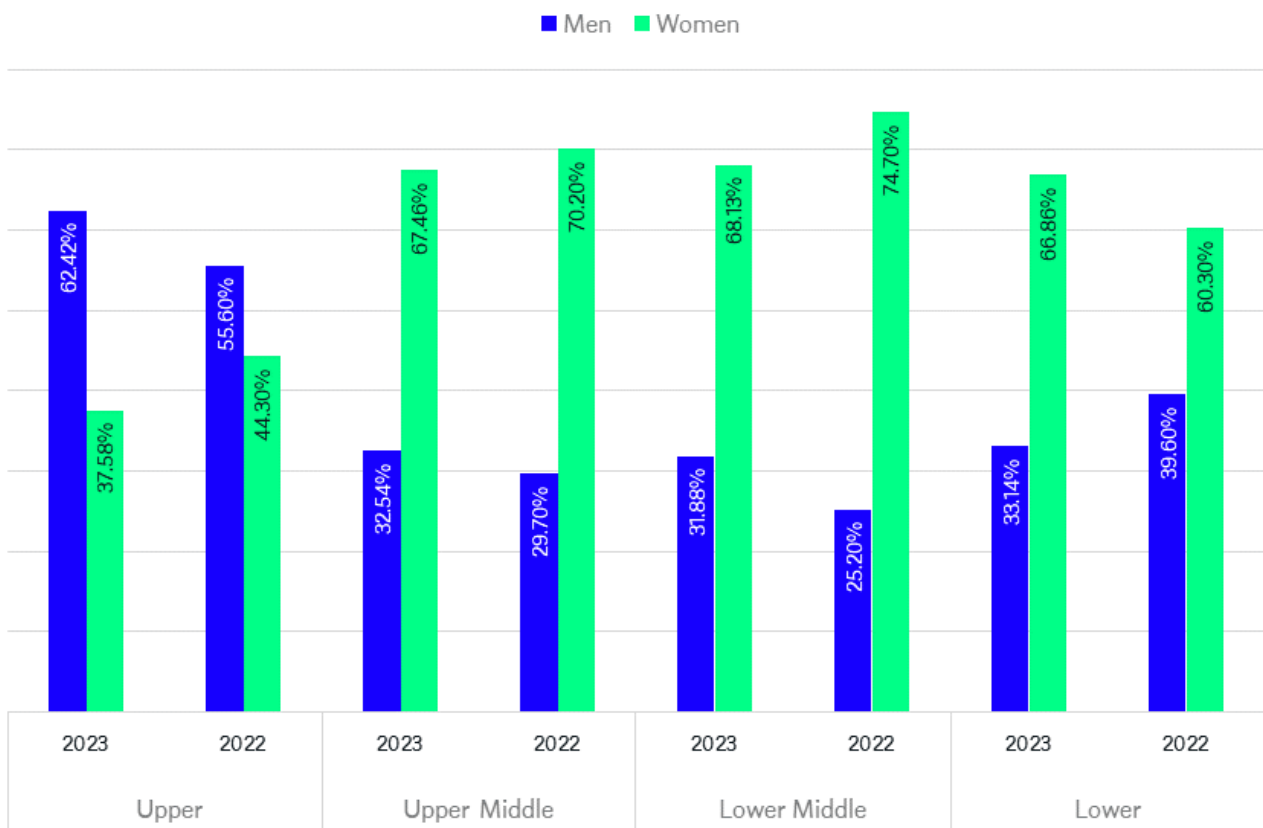
As a group, we have merged various businesses who take a different approach to paying bonus payments and part of our integration plan is to align our pay and reward strategy. Our focus for the next year is to consider where we are now, where we aspire to be and construct a plan that will allow us to get there.





GENDER DISTRIBUTION IN QUARTILE BANDS

The graph below shows the proportion of male and female employees according to quartile pay bands in the lower, lower-middle, upper middle and upper quartile pay bands.



We are confident that our acquisitions following the date this data was pulled will have supported our intention to improve the existing gender distribution and gaps that can be seen in the data.

WHAT'S NEXT?

There is more work to be done on our Gender Pay Gap, but we are dedicated to making sustainable improvements and we have the following initiatives to help us do exactly that:

- Align terms and conditions across the group. Following nine acquisitions in two years, it is imperative that we review the terms of employees and aim for alignment across the group.
- Offer a flexible benefits package to all employees which means employees can decide what is important to them.
- The group offers hybrid working and supports flexible working practices.
- Continue to review our recruitment practices to ensure we attract a wide pool of talent and take them through a fair and structured process.
- We have a Diversity, Equality and Inclusion working group and will continue to train and develop our people on these key topics.



At the end of 2023, we were delighted to welcome our new CEO, Emma Lancaster to the group. Emma is passionate about making AAB Group a diverse place to work, which empowers females to move into leadership roles within our business.

We will review the data again this year to get a true reflection of our gender pay stance which will allow us to further plan initiatives to improve our position in the coming years.

As a business focused on growth, we have no doubt that our mergers & acquisitions activity will continue in 2024 and the years ahead so there will undoubtedly be further change to the landscape of our people. We are committed however to ensuring that this does not negatively impact on our gender pay gap, or equality and diversity.

CONTACT US.

If you have any questions regarding our 2022/23 Gender Pay Gap Report, please don't hesitate to contact a member of our People & Culture team.

Email: HR@aab.uk



AAB
GROUP

UNITED KINGDOM + IRELAND + INTERNATIONAL