



Gender Pay Gap Report 2022

Introduction

Devonshires is fully committed to nurturing a diverse, inclusive, and collaborative environment. This report sets out our Gender Pay Gap Data in accordance with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This requires employers with over 250 employees in the UK to publish their gender pay gap data annually. The gender pay gap is the difference between the average earnings of all male and all female employees within the Firm, **regardless of their role**, expressed relative to the earnings of all male employees.

This is the first year we have been required to report our Gender Pay Gap Data. The snapshot date for the purposes of this Gender Pay Gap Report is 5 April 2022.

We benchmark the composition of our workforce against diversity statistics for the City of London, Greater London, and the UK. To view our most recent diversity statistics, please click [here](#).

OUR GENDER PAY GAP STATISTICS

Gender Pay Gap

Mean Gender Pay Gap	26.71%
Median Gender Pay Gap	32.88%

Bonus Gender Pay Gap

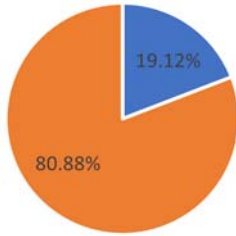
Mean Bonus Gap	36.37%
Median Bonus Gap	28.03%

Proportion of Employees Receiving a Bonus

Men	74.36%
Women	67.71%

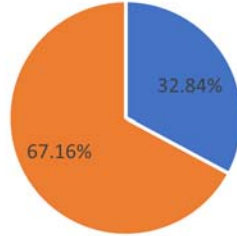
Pay Quartiles

Lower Quartile



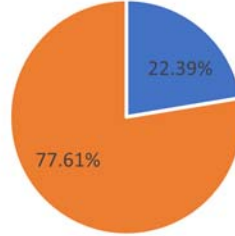
■ Male ■ Female

Lower Middle Quartile



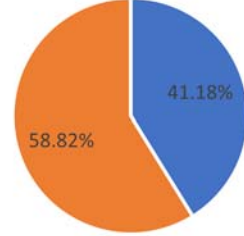
■ Male ■ Female

Upper Middle Quartile



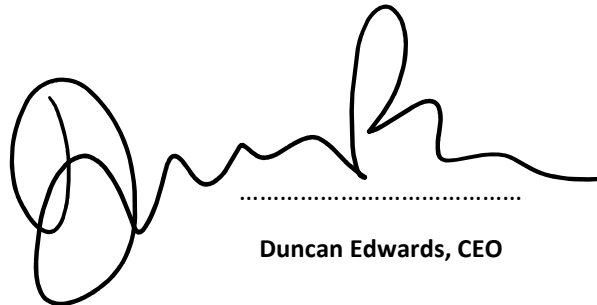
■ Male ■ Female

Upper Quartile



■ Male ■ Female

I confirm that our Gender Pay Gap data is accurate and has been calculated according to the legal requirements.



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Duncan Edwards, CEO