



Gender Pay Gap Report 2022

Kreston Reeves LLP Gender Pay Gap Report 2022

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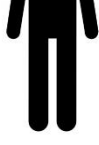



Kreston Reeves is pleased to share our Gender Pay Gap Report which is taken from our April 2022 data (bonus data is taken from April 2021 and September 2021).

I confirm that Kreston Reeves' gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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Our Figures

Proportion of Employees by Quartile Pay Bands (Data as at April 2022)

Quartile Band	Male % Employees	Female % Employees
Upper	 44%	 56%
Middle Upper	 45%	 55%
Lower Middle	 43%	 57%
Lower	 35%	 65%

Pay Gap (Data as at April 2022)

Difference in mean hourly rate of pay	6.3%
Difference in median hourly rate of pay	7.7%

Bonus Gap (Data as at April and September 2021)

Difference in Mean Bonus Pay	2%
Difference in Median Bonus Pay	-8.7%
Men who received a bonus	73%
Women who received a bonus	80%

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Overall Composition

Within our firm we have a **majority of female staff (58%)** who are in the main revenue earning, providing a wide range of accounting services from forensics to audit, corporate finance to tax; together with in-house corporate teams including HR, Finance, Marketing, IT and Payroll.

As a government accredited training firm, a significant proportion of our staff are in junior to middle tier roles undertaking associated qualifications, **58% of all staff are under the age of 35.**

Within the staff base we have 18% on formalised part time working contracts for reduced hours; and we have a flexible and agile working policy that is applicable to all staff.

