

INCHMEAD LIMITED

GENDER PAY GAP REPORT 2020



On 1 October 2020, we had 18 employees and consultants. Of our staff numbers, 55% were male and 45% were female.

Our remuneration policy is to pay within a salary range for each of our job roles and all roles are independently benchmarked. Everyone in the same job is paid the same regardless of gender and we do not set salaries based on gender but on ability, which is why some of our female employees in the same position as male employees are paid more.

In 2020, we will be carrying out an equal pay audit to ensure there is fairness across the range of roles we have.

Some jobs have traditionally attracted more male applicants or female applicants and we are working to challenge this, one vacancy at a time.

Of our executive and leadership we have an equal number of male and female staff.

Our gender pay gap data challenges us to reinforce our resolve to recruit and select fairly, without discrimination; and, to encourage and support our workforce to develop in the career path of their choosing.

Graham Arnott

MANAGING PARTNER

15 October 2020