

Gender Pay Statistics

Our DEI efforts seek to improve and promote all forms of diversity at all levels. The gender pay gap has shown modest progress in our 2023 figures, with a slight reduction in the median hourly pay disparity and an increase in the representation of women in the lower and lower-middle pay quartiles. This progress stems from broader actions to address the pipeline of future leaders and improve workforce diversity. However, the mean hourly pay gap has unfortunately widened since the previous year.

We recognise that a 'diversity gap' still persists, particularly due to the underrepresentation of women in senior, higher-paid positions, especially in front office investment roles. This challenge is prevalent across the investment management industry, and we are resolute in addressing it through various initiatives, many of which are featured in this report.

We are committed to developing female talent and supporting them into more senior, front-office positions and, as such, anticipate changes in our statistics as we strive to close the gender pay gap. Our efforts include coaching and mentoring high-performing women, particularly those on the path to senior management. We have implemented numerous initiatives, partnerships, and programmes to attract and develop women from diverse backgrounds, fostering diversity, equity, and inclusion across the firm and industry.

Our commitment is evident through our accomplishments, such as maintaining gender balance on our Board since 2020 and achieving 31% female representation in senior management as of December 2023, in line with our Women in Finance Charter pledge. While these are a step in the right direction, we acknowledge, though, that more efforts are required to eliminate the gender pay gap, a goal that calls for cultivating diversity within our workforce at every level and within every department.

Hourly rate		Bonus pay	
24.2%	Median gender pay gap	48.5%	Median bonus gap
91.2%			Male employees receiving a bonus
19.6%	Mean gender pay gap	55.5%	Mean bonus gap
		86.8%	Female employees receiving a bonus
Pay distribution			
Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
81.9%	81.1%	57.7%	56.2%
Male	Male	Male	Male
18.1%	18.9%	42.3%	43.8%
Female	Female	Female	Female

I can confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Antoine Forterre
Chief Financial Officer, Man Group