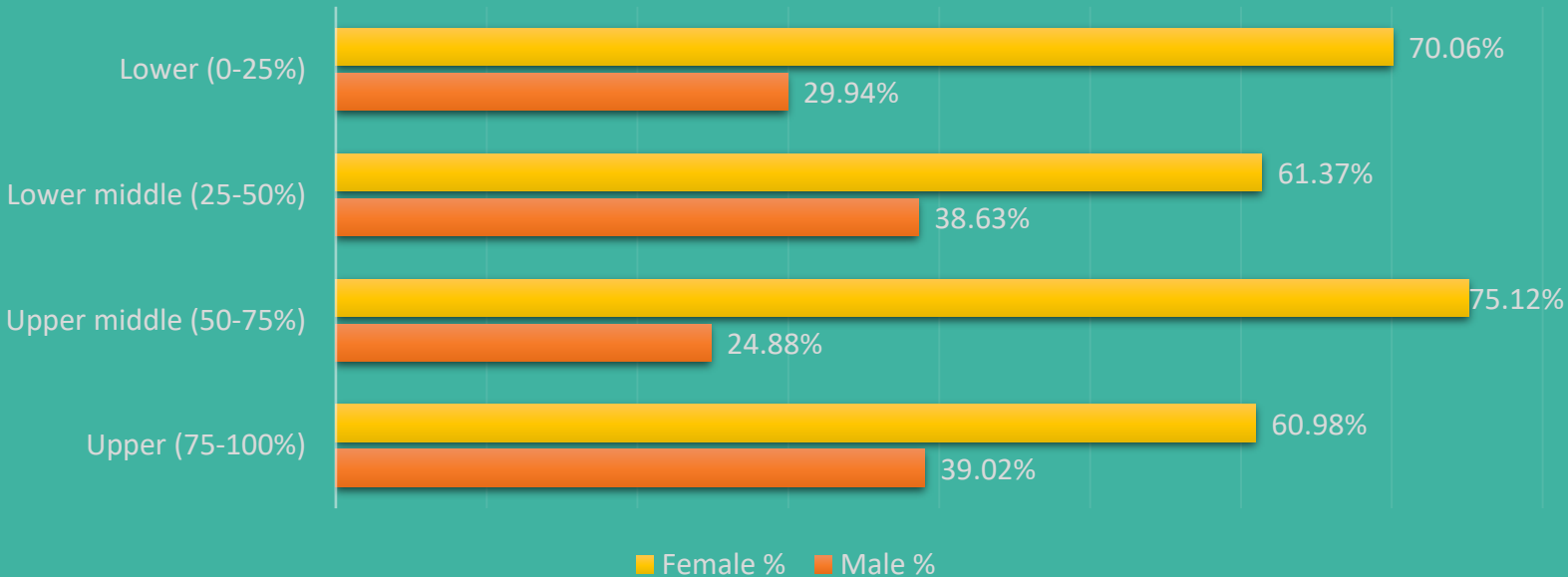


A great place to work, driven by values

## % men / women in each pay quartile



Relevant colleagues

820

Regulations require colleagues be identified as male or female for reporting purposes. As an inclusive employer, we actively support colleagues of all gender identities.

## % pay and bonus differences between men / women

	Mean	Median
Pay	13.33%	-3.88%
Bonus	44.70%	13.25%

Our mean and median gender pay gap & mean and median bonus pay gap have all improved since our last report. The mean pay gap improved by 7.37% & median pay improved by 9.48%.

## % men / women receiving a bonus



47.45%



38.64%

Due to the pandemic many bonuses were delayed until the next financial year, which accounts for the reported difference between men and women receiving a bonus. [2019: 83% / 83%]

## Statement

We confirm that the information and data provided is accurate and in line with mandatory requirements.

David Grossman,  
Chief Executive

Michelle Cemm,  
Chief People Officer

## Forward looking statement

As part of our ongoing growth and strategic ambitions, we are building one employee brand under Simplify and will deliver a single employee experience, regardless of where our colleagues work. During 2020 / 2021 we have been speaking to colleagues to find out what it's like to work here and developed a new, outcome-based, diversity and inclusion strategy. We will review and address any gender / ethnicity imbalances internally and are also driving positive change and shaping our industry for the better, through our membership of the Diversity and Inclusivity Finance Forum (DIFF). From 2022, we will not only fulfil our statutory gender pay gap obligations, but also voluntarily report on the gender pay gap for Simplify (as a whole), as well as our ethnicity pay gap.