

Gender Pay Statistics

Our 2024 gender pay figures demonstrate positive strides in several key areas. Notably, our mean hourly pay gap has decreased by 1.6%, and we have seen a 3.1% increase in women receiving bonus pay compared to last year. These improvements highlight the impact of our initiatives to support female talent and ensure equitable opportunities. Additionally, female representation in the top two hourly pay quartiles has increased, with a 0.8% rise in the upper quartile and a more significant 5.9% gain in the upper middle quartile. These advancements reflect our concerted efforts to improve the pipeline of highly talented women who are moving into higher-paid, senior roles.

However, challenges remain as both our median hourly and bonus pay gaps have seen slight increases. The underrepresentation of women in ‘front office’ (sales and investment) roles in particular, continues to drive these disparities. This is a persistent issue across the investment management industry, and ‘the representation gap’ is something that we remain resolute in addressing.

To close the gap, we are focused on developing female talent through targeted initiatives. This includes coaching, mentoring, and partnerships designed to attract and support women into senior roles across the firm, with a particular focus on the front office. This commitment is evidenced by achieving 35% female representation in senior management by December 2024 and complemented through maintaining gender balance on our Board.

While we have made clear progress, we recognise that achieving true gender balance requires sustained effort and we remain unwavering in our commitment to this goal.

Hourly rate		Bonus pay	
25.0%		49.7%	88.8%
Median gender pay gap		Median bonus gap	Male employees receiving a bonus
18.0%		57.0%	89.9%
Mean gender pay gap		Mean bonus gap	Female employees receiving a bonus
Pay distribution			
Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
81.1%	75.2%	57.9%	56.6%
Male	Male	Male	Male
18.9%	24.8%	42.1%	43.4%
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.

Emma Holden

Emma Holden
Chief People Officer, Man Group