

At BDO, we talk about 'Be Yourself'. For us, that's about making a sustainable and measurable difference to business performance and culture by creating a workplace where everyone is valued and feels valued. At BDO, we believe there's a strong moral and commercial case for doing so.

GENDER PAY REPORTING 2019

PARTNERS AND EMPLOYEES COMBINED DATA

Gender balance is an important part of our 'Be Yourself' approach. We want everyone at BDO to feel respected for who they are and feel challenged, supported and empowered to be the best they can be.

We have published our Gender Pay Gap in line with the Government regulations. The data is in keeping with the regulatory requirements, was based on April 2019 data for all BDO Services Ltd employees. The detail is available in our [Gender Pay Reporting 2019](#).

OUR ANALYSIS INCLUDING EQUITY PARTNERS

We have updated our data and calculated the gender earnings gap for both our equity partner population and also a combined figure for the whole firm.

Combining the two calculations together isn't straight forward so we've looked at total earnings for equity partners and total earnings for our employees and applied the gender pay gap calculation.

GENDER PAY GAP 2019

Equity Partner earnings gap – mean	18.5%
Equity Partner earnings gap – median	12.9%
Combined Equity Partner and Employee earnings gap – mean	46.0%
Combined Equity Partner and Employee earnings gap – median	19.7%

Our gender pay and earnings gaps are reflective of our gender mix; we have a larger proportion of males in higher-paid roles and it is this gender mix that creates our gap. That's the challenge we continue to tackle head-on.

Although we still have a long way to travel, we are heading in the right direction with our actions as our gender pay gap has started to close.

Further information on how we're tackling gender balance can be found in our [Gender Pay Reporting 2019](#).

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