

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 2018

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, and based on April 2018 data for all BDO Services Ltd employees. The detail is available in our [Gender Pay Report 2018](#).

EXTENDING OUR ANALYSIS TO INCLUDE EQUITY PARTNERS

Further to our analysis in 2017, we have now 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 2018

Equity Partner earnings gap – mean	19.7%
Equity Partner earnings gap – median	25.8%
Combined Equity Partner and Employee earnings gap – mean	47.3%
Combined Equity Partner and Employee earnings gap – median	21.4%

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 Report 2018](#).

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