

*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 2017

## 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 published our Gender Pay Gap in line with the new Government regulations in December 2017. The data was in keeping with the regulatory requirements, was based on April 2017 data for all BDO Services Ltd employees, and was published well ahead of the Government's April 2018 deadline. The detail is available in our [Gender Pay Report 2017](#).

### EXTENDING OUR ANALYSIS TO INCLUDE EQUITY PARTNERS

We have now revisited 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 2017

Equity Partner earnings gap – mean	21.3%
Equity Partner earnings gap – median	21.2%
Combined Equity Partner and Employee earnings gap – mean	46.2%
Combined Equity Partner and Employee earnings gap – median	25.7%

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.

It won't happen overnight but, with the support of our people, we know we can make sure our future statistics reflect our current ambition.

Further information on how we're tackling gender balance can be found in our original [Gender Pay Report 2017](#).