

Wednesday 22 February 2023

**SQUIRE'S GENDER PAY GAP FIGURES**

(taken at the snapshot date of 5 April 2022)

In line with our regulatory reporting requirements, the table below sets out Squire's 2022 Gender Pay Gap Results:

	<b>5 April 2022</b>			
Median Pay Gap	1.64%			
Mean Gap Pay	13.79%			
Median Bonus Gap	38.95%			
Mean Bonus Gap	50.49%			
% of Males and Females receiving a bonus	<b>M: 76.9%</b>		<b>F: 81.40%</b>	
Proportion of Males and Females in each pay quartile	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
<b>M</b>	51.34%	34.22%	30.48%	37.77%
<b>F</b>	48.66%	65.78%	69.52%	62.23%

I confirm that the data published in this report is accurate.



**Sarah Squire, Chairman**