



# EVERCORE UK

## UK Gender Pay Gap Report 2023

# OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

At Evercore<sup>1</sup> we are seeking to create a firm where Diversity, Equity and Inclusion is integrated into how we do business. We believe diverse perspectives, experiences and ideas enable us to innovate, adapt and solve complex problems for our clients more effectively. Our long-term success is tied to an inclusive culture that thrives on bringing out the strengths of all individuals to drive sustainable outcomes.

The gender pay gap statistics set out in this report do underline the fact that we have some way to go before we have achieved the gender balance we desire across Evercore, including a greater representation of women in more senior, client facing roles. In seeking to address this, we have a range of important initiatives to improve recruitment, retention and development of women at the firm and it is encouraging that five women have been appointed to the role of Senior Managing Director in EMEA over the past two years.

I confirm the gender pay gap data contained in this report is accurate.



**Matthew Lindsey-Clark**  
CEO Evercore EMEA



We have four strategic pillars in support of our vision



## Education & Development

Building knowledge and understanding of diversity, equity and inclusion across the organisation

## Recruiting

Expanding programs to attract a pipeline of the most talented professionals from all backgrounds

## Inclusive Culture

Cultivating an inclusive environment where allyship prevails and all professionals feel supported and fully integrated into the firm

## Awareness

Building a more aware and involved employee base with leadership committed to our core value of respect



(1) Evercore Group Services Limited – UK employing entity (“Evercore”)

# UNDERSTANDING OUR GENDER PAY GAP

The gender pay gap is a UK legislative requirement which measures the difference between the average earnings of all men and women across an organisation, regardless of seniority or role. It is a different concept to equal pay. Equal pay is about ensuring all men and women in the same roles and performing equal work are paid the same.

We are confident that our approach to pay is gender neutral. We incorporate a gender review as part of our annual pay review process to ensure that pay decisions for men and women performing jobs at the same level are considered in an equitable and fair manner.

Our gender pay gap is a result of us having a higher proportion of men in senior, client facing roles.

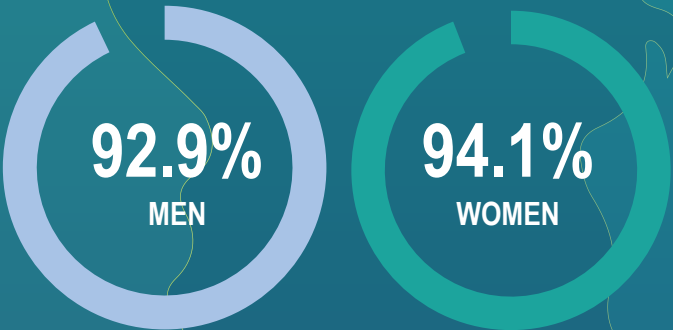
## HOURLY PAY GAP



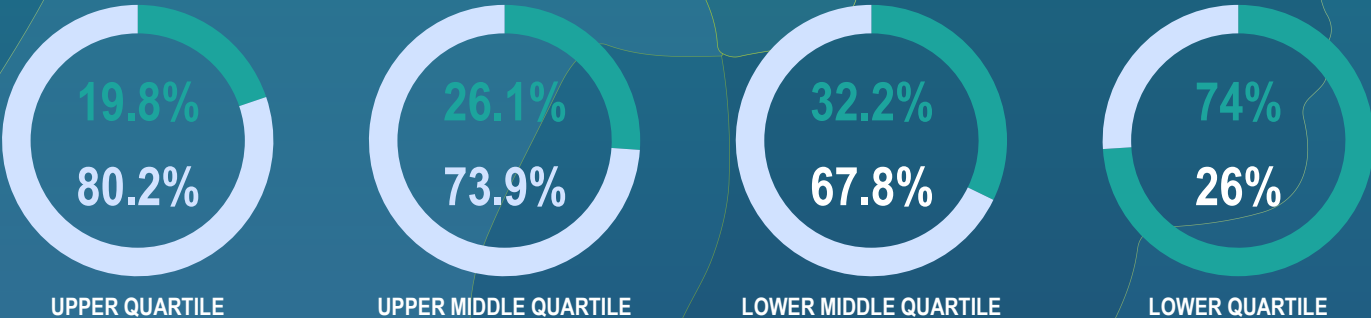
## BONUS PAY GAP



## PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



## HOURLY PAY QUARTILES



MEN WOMEN



# OUR ACTIONS



We are committed to increasing the number of women we hire and retain by creating a culture and environment where they can flourish. We believe this is key to reducing our gender pay gap. The initiatives we are taking fall into three categories:

## RECRUITMENT

We host a number of events, aimed at attracting women into the business at various levels. This includes an annual 'women in finance recruitment event, as well as events run by our women's network.

We ensure that we have equitable representation at our assessment centres, including hosting a women only assessment centre, as we aim for an equal gender split of our graduate cohort

We have strong, long-term relationships with our agency partners who understand our commitment to diversity and inclusion and provide fair representation of CVs for all lateral hires

We work with a number of external partners and advertising platforms to ensure we connect with and attract applications from more women

## RETENTION

We offer a comprehensive benefits package which supports employees with their mental, physical and financial wellbeing.

We provide enhanced maternity and adoption pay for women at all levels

We are seeking to enhance our benefits offering to include support for women at various life stages such as through fertility, parenthood and menopause

We support our employees in understanding and championing inclusion by providing bespoke training opportunities

Our women's network provides a community dedicated to supporting and engaging the women of Evercore in furthering their pursuit of professional and personal achievement. This is accomplished through:

- Mentorship & Sponsorship opportunities
- Speaker series
- Support during life events (personal and professional)
- Career development training

## DEVELOPMENT

We have extended our formal mentoring programme to include all employees in client facing roles. This aims to match employees with a set of senior, inclusive and diverse mentors

We ensure our promotion and progression processes are fair and equitable, including a review focused on gender

Diversity and Inclusive leadership is incorporated into all of our career development training at every level

We will launch a women's sponsorship programme in 2024 which will provide partnership from our most senior leaders for our Director and Vice President women, as well as delivering a comprehensive learning and development opportunity



# EVERCORE

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