



EVERCORE UK

UK Gender Pay Gap Report 2024

OUR COMMITMENT

At Evercore, 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. Addressing this requires continuous efforts and commitment, which we demonstrate by striving towards more equal gender representation at all levels within the organisation.

To further our efforts to create an inclusive environment, we continue to refine recruitment, retention and development strategies through a range of focused initiatives.

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

Matthew Lindsey-Clark

Matthew Lindsey-Clark
CEO Evercore EMEA

Note: The data in this report relates to Evercore Group Services Limited which is the employing entity of the firm's UK employees



We have four strategic pillars in support of our vision



Education & Development

Building knowledge and understanding of diversity 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



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.

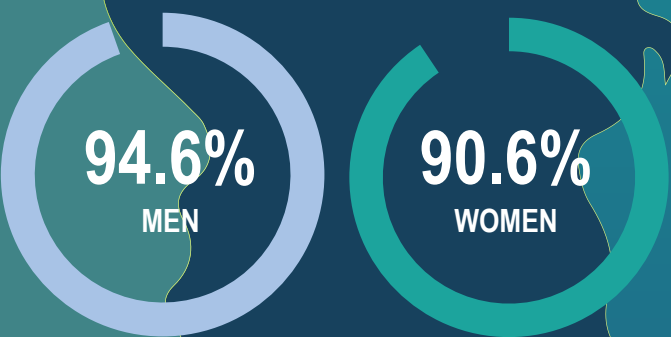
HOURLY PAY GAP



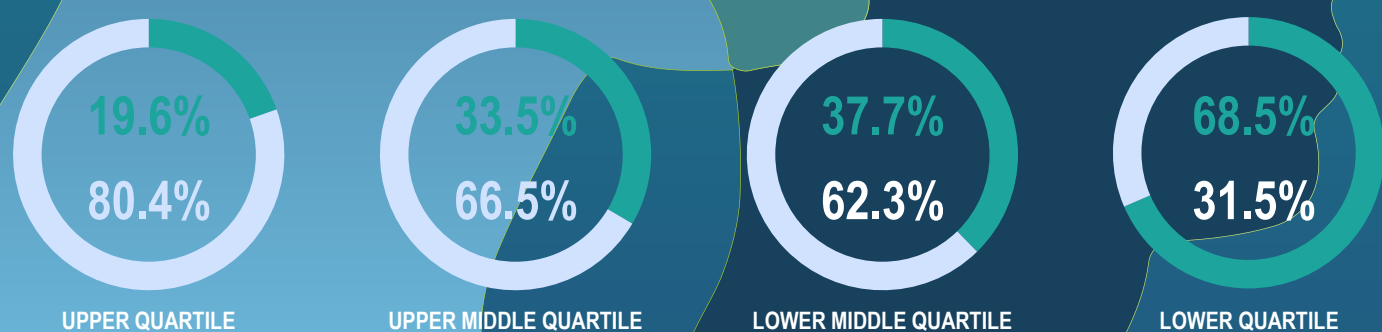
BONUS PAY GAP



PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



HOURLY PAY QUANTILES



OUR ACTIONS



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

RECRUITMENT

Inclusive recruitment remains a key initiative to foster a more balanced workforce across all areas of our business.

To ensure inclusive and equitable hiring practices, our recruitment strategy is constantly reviewed to create a fair and consistent approach to selection.

As part of our summer internship programme, we host a number of events, including networking breakfasts and formal lunches where interns can connect with women bankers and gain insights into their experiences at the firm.

RETENTION

We are committed to supporting our employees' health, financial stability, and overall well-being through a comprehensive benefits package.

We provide generous parental and adoption pay for employees at all levels. We ensure employees are well-informed around available resources and provide guidance throughout their leave, as well as ongoing support for a smooth transition back to the workplace.

We are refining our offerings to provide tailored support for employees at various life stages, including fertility, parenthood, and menopause.

Our Evercore networks provide a community that empowers and supports employees in both their professional and personal growth.

DEVELOPMENT

We have extended a formal mentoring programme for all employees in different roles across the business. We facilitate a mentoring relationship between junior employees and relevant senior professionals to support their career progression.

All new graduate hires are paired with bankers as buddies, providing guidance as they embark on their careers with us.

To foster fairness and equity, we regularly review the fairness of our promotion and progression processes to ensure that progression within the firm is based on merit.



EVERCORE

*EVERCORE GROUP SERVICES LIMITED
15, STANHOPE GATE LONDON W1K 1LN
TEL 020 7653 6000
Registered in England No. 3978092*