

2017 Gender Pay Gap UK

PICTET ASSET MANAGEMENT LIMITED

Pay and Bonus Gap

Difference between men and women		
	Mean	Median
Hourly pay	29%	31%
Bonus	66%	73%



The UK Government Equalities Office has introduced legislation that requires employers with 250 or more UK employees to disclose annually information on their gender pay gap.

The above table shows our mean and median hourly gender pay gap as at the snapshot date (i.e. 5 April 2017). It also reports our mean and median bonus gap in the year up to 5 April 2017, i.e. for the 2016 performance year.

The gender pay and bonus gap is primarily driven by the fact that we currently have a higher proportion of men than women in the higher paid senior roles. This is an industry-wide problem that we are committed to change.

Proportion of employees receiving a bonus



There is a 3 per cent difference in the number of men and women who received a bonus for their performance in 2016, although in absolute terms less women than men received no bonus.

Pay Quartiles

QUARTILE	MEN	WOMEN
Lower	52%	48%
Lower Middle	63%	37%
Upper Middle	54%	46%
Top	90%	10%

Only one third (262 employees) of Pictet Asset Management employees are based in the UK. The above pay quartiles illustrate the gender pay quartile distribution across Pictet Asset Management Limited (The UK arm of Pictet Asset Management).

As an employer we are committed to addressing diversity and inclusion. We are seeking to improve our business by recruiting talent from diverse backgrounds, overseeing a programme of diversity and inclusion awareness training, and supporting flexible working arrangements across the workforce. Our Diversity & Inclusion Committee, chaired by our CEO and consisting of representatives from across our business, oversees all aspects of our diversity and inclusion agenda.

We confirm the data reported is accurate.



Laurent Ramsey
Chief Executive Officer



Charles Jenkins
Head of Human Resources