

2018 Gender Pay Gap UK

PICTET ASSET MANAGEMENT LIMITED

Pay and Bonus Gap

Difference between men and women		
	Mean (average)	Median (midpoint)
Hourly pay	22%	23%
Bonus	70%	56%



Following the introduction of legislation in 2017 by the UK Government Equalities Office, as an employer with more than 250 UK-based employees, Pictet Asset Management Limited is required to annually disclose information on our gender pay gap.

The above table shows our mean and median hourly gender pay gap at the snapshot date (i.e. 5 April 2018). It also reports our mean and median bonus gap in the year up to 5 April 2018, i.e., in relation to the 2017 performance year.

Compared to last year, our gender pay gap has reduced by 7% at the mean and 8% at the median.

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



Proportion of employees receiving a bonus



The proportion of women receiving a bonus for their 2017 performance is 5% higher than men. In absolute terms, there are also more men than women who received zero bonus.

Pay Quartiles

QUARTILE	MEN	WOMEN
Lower	59%	41%
Lower Middle	61%	39%
Upper Middle	57%	43%
Top	88%	12%

Only one-third (278 employees) of Pictet Asset Management employees are based in the UK. The proportion of men and women in each pay quartile (dividing our UK employees into four equal bands) of Pictet Asset Management Ltd (The UK arm of Pictet Asset Management) is illustrated above.

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. In addition, Pictet Asset Management Ltd has recently been awarded the EDGE Access certification for workplace gender equality. EDGE Certification is the leading global assessment methodology and business certification standard for gender equality.

We confirm the data reported is accurate.

Laurent Ramsey
Chief Executive Officer

Charles Jenkins
Head of Human Resources