

Stifel Nicolaus Europe Limited (SNEL) will calculate the gender pay gap by using our existing HR and payroll records on an annual basis. All employees can confirm and update their records if they choose to by contacting Human Resources at any point throughout the year.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

1. Introduction

Gender Pay Gap Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data. Gender Pay Gap reporting is different to Equal Pay, which deals with pay differences between men and women who carry out the same jobs, similar jobs, or jobs of equal value. The Gender Pay Gap, however, shows the differences in the average pay between men and women.

We are confident that, at SNEL, men and women are paid equally for doing the same job and any differences which cannot be explained by reasons such as performance or experience will be appropriately adjusted. However, as our gender pay gap data shows, we still have more to do in order to create further career opportunities so that women can continue to progress within financial services, and are able to maintain more senior positions.

Although we are very conscious of growing female representation across SNEL, we still have high proportions of women in more junior, lower-paid roles and high proportions of men in senior highly paid roles. This fact is demonstrated by almost 70% of our female staff being employed in support functions. It is our intention to increase female participation in our client-facing roles. We recognise this as a problem across our industry and are therefore fully supportive of the UK government in introducing this reporting, in the hope of driving equality across the workplace.

2. Key Metrics

2.1 The difference in the mean pay of full-pay men and women

Mean Gender Pay Gap
60.3%

2.2 The difference in the median pay of full-pay men and women

Median Gender Pay Gap
65.8%

2.3 The difference in mean bonus pay of men and women

Mean Bonus Gender Pay Gap
69.9%

2.4 The difference in median bonus pay of men and women

Median Bonus Gender Pay Gap
83.3%

2.5 The proportion of men and women who received a bonus

	Proportion Receiving Any Bonus
Male	92%
Female	91%

2.6 The proportion of full-pay men and women in each of four quartile pay bands

	Q4	Q3	Q2	Q1	
	47%	76%	97%	95%	Male
	53%	24%	3%	5%	Female

3. Underlying Causes of Gender Pay Gap

It is important to note that as gender pay gaps are based on averages taken across the entire business, they do not take into account factors such as the job type or seniority within the position.

We are aware that our gender pay gap is caused by:

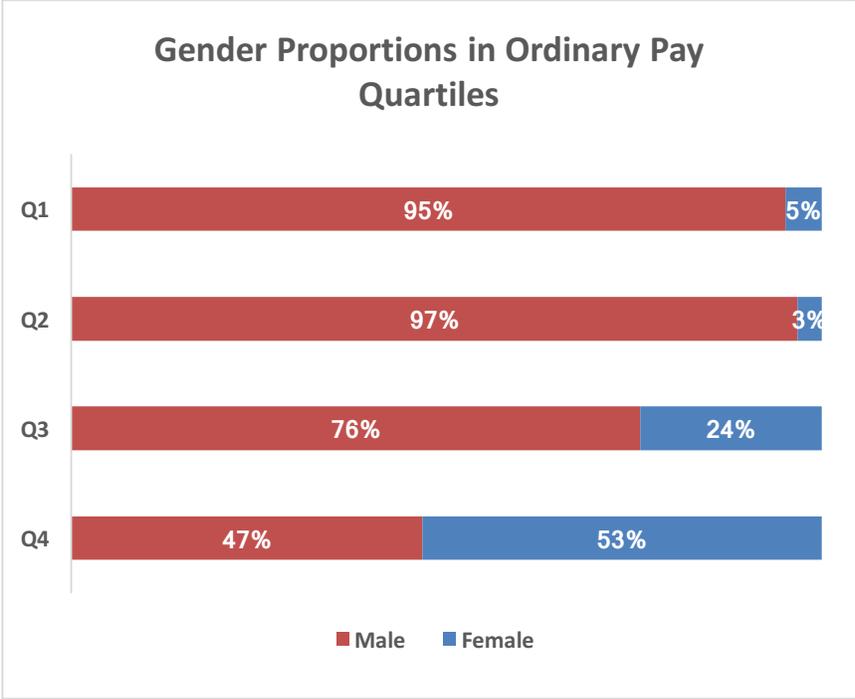
- a) having fewer women in senior and highly paid technical positions.
- b) having a higher proportion of women in more junior, lower-paid roles.

The higher proportion of men in senior roles is reflective of the financial services industry. With the higher pay structures and bonuses that are earned at these more senior levels, our pay gap is more clearly identified. Of our executive team of seven employees, we have one woman and the highest earners within the Company are largely represented by men.

We are conscious of our struggle to recruit women in a traditionally male-dominated industry. We recognise the challenge to address this and have been actively discussing various different recruitment methods, starting with our graduate intake. To illustrate this, we had only 17% of female applications for Investment Banking Graduates this year from over 450 total applications, and have taken steps to address this under-representation going forward.

We are also aware that women are more likely than men to have had breaks from work that have affected their career progression, resulting in fewer women in more senior roles in the organisation. Having recognised this, in 2016 we increased our maternity pay across the Company to try and reduce any loss of earnings during a maternity leave period and also to assist in encouraging female employees to return to their roles.

The chart below illustrates the make-up of our four quartile bands and further demonstrates the challenge for our Company and society more generally to encourage more women into senior positions.



4. Future Action

SNEL is committed to tackling the gender pay gap; however, we recognise that this will take time to achieve in full.

Our commitments:

- a) We have the benefit of a flexible working culture, and we want to do more to enable our colleagues to find work patterns that fit around their other responsibilities. We already have a number of employees who work part time or have alternative work arrangements and will continue to review our flexible working practices.
- b) We are committed to reviewing our family leave policies and will take particular care to review our maternity arrangements. We recognise the value in reviewing not only the maternity pay but also the arrangements for maternity returners to ensure we are doing all we can to facilitate a smooth return back into the workplace.

c) We will continue to recruit the best quality candidates and will work with all of our recruitment providers to establish balanced and represented panels of candidates. Where female candidates cannot be found at senior levels within the organisation, we will commit to reviewing our junior recruitment practices in an effort to attract, retain, and develop female candidates across our business.

We are confident that men and women are paid equally for doing the same job at SNEL. We are committed to a fair and transparent pay structure within the organisation and will continue to monitor our total reward packages to ensure equitable treatment is maintained.

On behalf of Stifel Nicolaus Europe Limited, I confirm the report to be accurate.

Eithne O'Leary

President of SNEL

Eithne O'Leary *3rd April, 2018*

Signed:

Date: