

Gender Pay Gap Report

Quantuma Advisory Limited

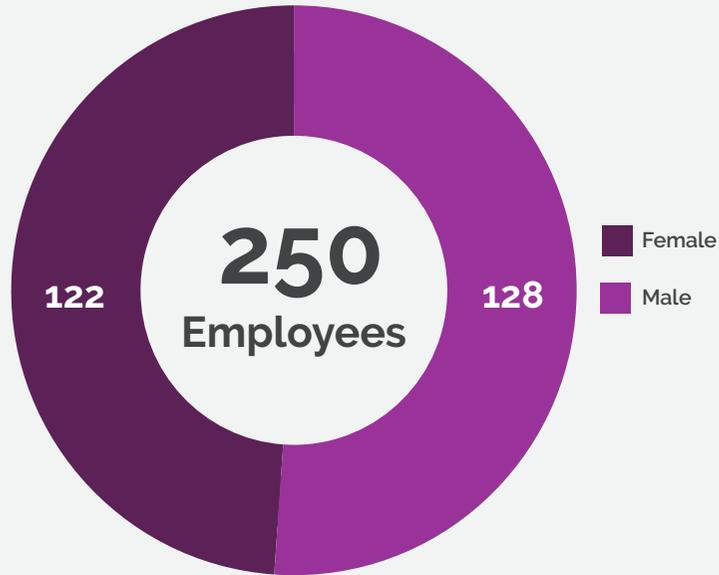




Gender Pay Gap Report

All data taken on 5th April 2021

Total employees by Gender as at 5th April 2021

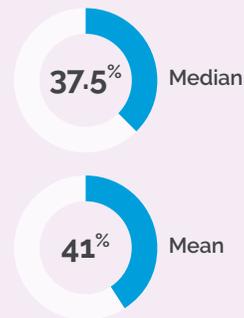


Gender pay gap statistics

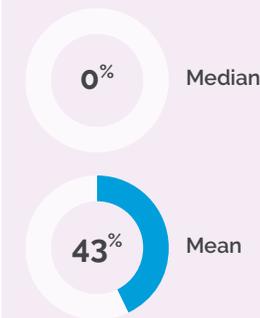
Under new legislation, which came into force in April 2017, UK employers with in excess of 250 employees are required to publish their gender pay gap.

From April 2021, Quantuma Advisory Limited employed 250 people. Under the regulations, we are required to report our gender pay gap for this entity as set out below:

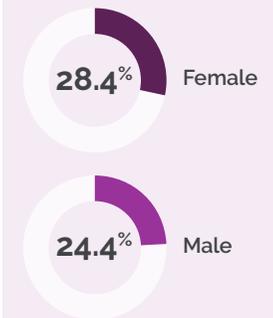
Gender pay gap



Gender bonus pay gap



Proportion of males and females receiving a bonus payment

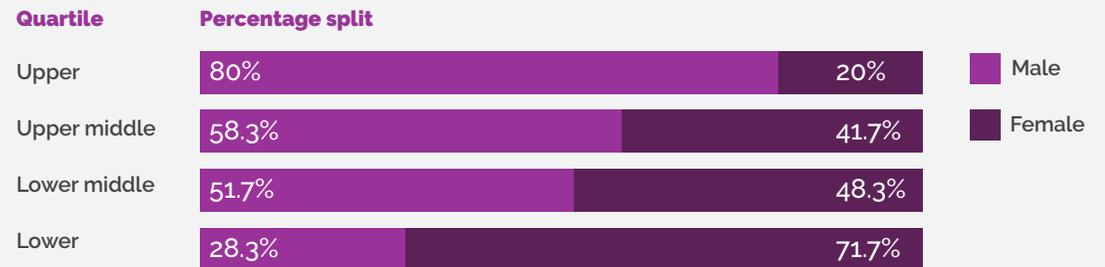


Our equal opportunities policy

Quantuma Advisory Limited considers itself to be an equal opportunities employer.

The policy of the Company is to recruit, promote, train and develop its people by reference to their skills, abilities and other attributes of value to their role in the business.

Proportion of males and females in each quartile band:





Gender Pay Gap Report

What does our pay gap data tell us?

The pay gap shows the differences in the average (median and mean) earnings between the different genders within our Company. We know that a pay gap is likely to persist until there is an equal or proportionate gender representation at every level and job role in an organisation.

Our own pay gap analysis shows that we have more men than women at senior levels within our business and a larger proportion of women than men among our junior ranks; contributing to a gender pay gap.

At 5 April, just 12% of our Managing Directors were female.

As a business Quantuma monitors pay at all levels of the organisation and is firmly committed to equal pay as set out in the Equality Act (2010). We are committed to ensuring that a man or woman doing the same or similar role within our business are paid equally across gender.

Actions on Gender Pay Gap

Quantuma will continue looking at ways in which we can improve our gender diversity. Areas where we can focus our attention include but are not limited to:

Recruitment across the business; supporting managers with the correct tools to ensure that gender imbalance and unconscious bias are not issues when hiring. The representation of our brand; whether that be through events, webinars or website content.

Retaining women in the business and developing them through junior to senior roles. In particular, we notice a drop in women progressing to Assistant Manager level and then again from Senior Manager Level and above.

Review policies to ensure they support the flexible lifestyles of our People and their roles outside of work. Also empowering our People to choose where they work from with the ability to flex their working hours.

We need to keep an open debate on diversity and inclusion within our organisation. This will ensure we are open to change and highlighting where our People feel we need to make progress. As a business, we need to build a culture where everyone is respected and feels comfortable being themselves in the workplace. That everyone has the opportunity to be successful with Quantuma Advisory Limited.

To achieve this we need to accept that change takes time and the consistent focus and commitment from our Senior Leadership team.

Declaration:

I confirm that the gender pay gap calculations are accurate and meet the requirements of the regulations

Nicola Davies

Director of People and Development

Quantuma

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