



BROWN SHIPLEY
A QUINTET PRIVATE BANK

BSCo Gender Pay Gap Report 2025



Gender Pay Gap Report 2025

“Our aim is to embrace all areas of **D**iversity, equity and **I**nclusion through **V**ales and **E**ngagement via the DIVE network. The goal of DIVE is to give back to colleagues and cultivate a culture where every individual is valued and empowered!”

DIVE founding members.

Brown Shipley & Co Ltd. (Brown Shipley, a Quintet Private Bank) is a wealth manager, offering clients informed financial advice and tailored services on all aspects of wealth planning, investment management and lending.

Brown Shipley was founded more than 200 years ago building a reputation for honesty, integrity and reliability; a standing that still applies today. We have built our business on trust and evolved our offering to ensure clients continue to benefit from our experience and expertise. We continue to attract and develop a diverse team with a wide range of backgrounds, expertise and specialisms. We work together in collaboration, and we are one team.

Over the past twelve months we have continued to review and refine our approach to Diversity, Equity and Inclusion (DEI). During this time employee well-being has continued to be at the core of our priorities and we have reflected on our hybrid working model and continued to ensure our approach is fit for purpose. We remain committed to our Women in Finance Charter target of achieving 30% senior female representation by December 2026.

We have also continued to build on the success of our DIVE network which is aimed at fostering Diversity and Inclusion, through Values and Engagement, within Brown Shipley. DIVE also focuses on fostering engagement with educational and financial topics, promoting professional and personal skill development and expanding our internal networks through diverse and inclusive initiatives.

Gender Pay Gap Report 2025

Promoting gender balance across all levels of the organisation continues to be a core priority within our attraction, development and retention strategies. We remain committed to gender-neutral and inclusive hiring processes, supported by a consistent succession planning and talent management framework that ensures fairness and equal opportunity across Brown Shipley.

As with previous years, our gender pay gap reflects the distribution of colleagues across seniority levels rather than any disparity in pay for comparable roles. Given the boutique size of our organisation, even small structural changes can influence the reported figures. The 2025 gender pay gap results emphasize the value of maintaining transparency and continuing the long-term DEI practices already embedded within our culture.

This year, we will continue to build on the insights from our employee engagement survey to enhance inclusion and belonging across the business. We will also deepen our alignment with the Quintet DEI strategy, which emphasises a gender-balanced workforce, meaningful colleague voice through regular feedback, and a team composition that reflects the clients and markets we serve.



Robert Kitchen

CEO



Cara Walters

Head of HR

“I believe that an organisation’s culture comes from the values and examples set by the leadership team. Our Executive Committee is committed to building an inclusive culture where employees are celebrated for their diversity.”
Eloise O’Shaughnessy, Legal Analyst

Gender Pay Gap Report 2025

(as at 5th April 2025)

Proportion of employees receiving a bonus



89.5%

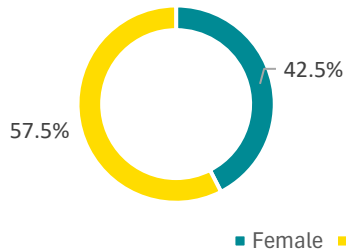


81.0%

(in the 12 months period ending on 5 April 2025)

Brown Shipley promotes equal opportunity and inclusion throughout the company. All permanent employees, regardless of their gender, age, belief, sexual orientation, disability or ethnicity who have worked at Brown Shipley during most of the financial year are bonus eligible.

Workforce Gender Split



Our approach to compensation is gender, race, age, religion/belief, sexual orientation, disability and nationality neutral. As part of our annual compensation process, we review compensation across the firm to ensure that we pay equally for equivalent roles/experience and levels of contribution.

The table below shows the mean and median hourly gender pay and bonus gap between all men and women within Brown Shipley irrespective of seniority and role.

	Mean	Median
Gender Pay Gap	44.7%	15.8%
Bonus Pay Gap	71.2%	30.0%

The gender pay gap that exists in Brown Shipley is not a result of unequal pay. It is a reflection of the higher proportion of men in senior roles as well as in client facing/revenue generating roles.

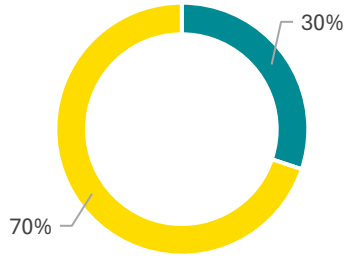
Our pay gap mean has increased by c.1.4% and our median gap has reduced by c.65.3% year-on-year. Our bonus mean gap reduced by c1.3% and median bonus pay gap has reduced by c.48.5% year on year, the annual volatility in our gender pay gap is partly driven by Brown Shipley's modest UK headcount, rather than solely by the operation of the workforce policies. The significant reduction in the median reflects role and seniority shifts within Brown Shipley's modest UK population, where relatively small changes can materially affect median outcomes.

We continue our efforts to address this structural imbalance which is a demographic challenge facing the financial services sector as a whole.

Our figures are based on the hourly rate of pay as at 5 April 2025 and bonuses paid in the full 12 months to April 2025.

Pay Quartiles – Proportion of Females and Males

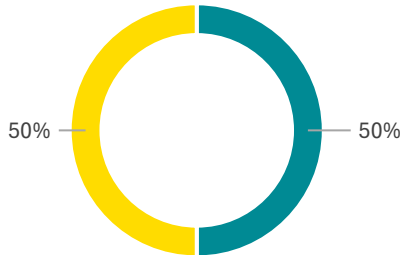
Upper Quartile



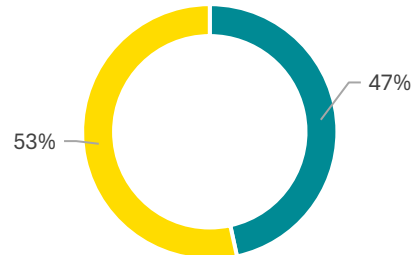
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



- This data illustrates the gender distribution at Brown Shipley across four equally sized quartiles.
- This illustrates that Brown Shipley has more senior men in the highest paying roles than women.
- The upper quartile remains male-dominated (c.70% male), indicating that senior representation continues to be the primary structural driver of the gender pay gap.



Our approach to closing the Gender Pay Gap



- ✓ Women in Finance Charter commitment of 30% senior females by December 2026
- ✓ Executive sponsor driving DEI actions



- ✓ Ensure that at all stages of employee life cycle there is a policy of gender neutrality
- ✓ Comprehensive review of all selection material to ensure gender neutral and inclusive in approach.
- ✓ Gender diversity reflected in talent pipelining and succession planning



- ✓ Enhancements made to our Flexible Working and Family Friendly policies to support inclusion for all employees
- ✓ Delivery of networking, knowledge, and colleague-led sessions, each reflecting a key theme (Diversity, Inclusion, Values and/or Engagement) through our DIVE network.



- ✓ Ensure we continue to have a fair and balanced compensation approach
- ✓ As signatory of HM Treasury Women in Finance, intention to ensure the pay of the senior executive team is linked to delivery against gender diversity targets
- ✓ Undertake benchmarking for all roles across Brown Shipley

- We continue to make progress to support the closing of our Gender Pay Gap and we continue to have a focus on a broader Diversity & Inclusion strategy.
- We acknowledge that we are on a journey and are fully committed to holding ourselves to account.
- We recognise that achieving sustainable change will require multi-year focus on representation, progression pathways, and inclusive culture.