



EY Pay Gap Report 2023



Introduction



A message from Justine Campbell, UK&I Managing Partner for Talent

At EY, diversity and inclusiveness is at the heart of our business strategy, shaping our workplace culture and guiding our decision-making processes. Our aim is to build a better working world and we believe that a diverse, equitable and inclusive workplace is central to achieving this.

In 2018, we set bold targets to double the proportion of women and ethnic minority partners by 2025. We're pleased to report that we are making good progress towards these targets, resulting in our Partnership being more diverse than ever before. Today, our Partnership (Equity and Non Equity Partners) stands at 29% women, 17% from ethnic minorities, 8.5% of whom identify as Black and mixed Black heritage.

Our commitment to diverse representation extends beyond the Partnership, with 48% of our employees being women, and 40% from ethnic minority backgrounds. This year, we're pleased to see our focus on diversity and inclusiveness has garnered external recognition with multiple award wins. See more of our achievements on the following page.

While diversity and inclusiveness have always been key business priorities, we recognise the need for greater equity to close our pay and bonus gaps. Pay gaps, despite the name, are not about individual pay for the similar roles. As an equal-pay employer, our comprehensive pay audits confirm that individual pay does not shape our pay gap.

Pay gaps tell us who is succeeding at EY and where we need to achieve better representation of some of our communities. Our pay gaps are sustained by greater proportions of traditionally underrepresented groups, such as women and ethnic minorities, at more junior levels, relative to more senior levels. This is why we introduced 'equity' to our diversity, equity and inclusiveness strategy.

Achieving real equity means striving for proportional representation at every level. We are particularly proud of the diversity of our graduate intake which puts us in good stead for a sustainably diverse talent pipeline. We want to ensure EY is playing its part in levelling the playing field and breaking barriers to the opportunities needed to progress. You'll find out more about how we are doing this within this report.

As one of the UK's largest private companies, we've been transparent about the diversity data we share. And through this pay gap report, we are continually assessing our progress and striving to improve. By sharing our journey with honesty and transparency, we hope to inspire others to prioritise diversity, equity and inclusiveness in their workplaces too.

Justine Campbell

Justine Campbell

EY UK&I Talent Managing Partner

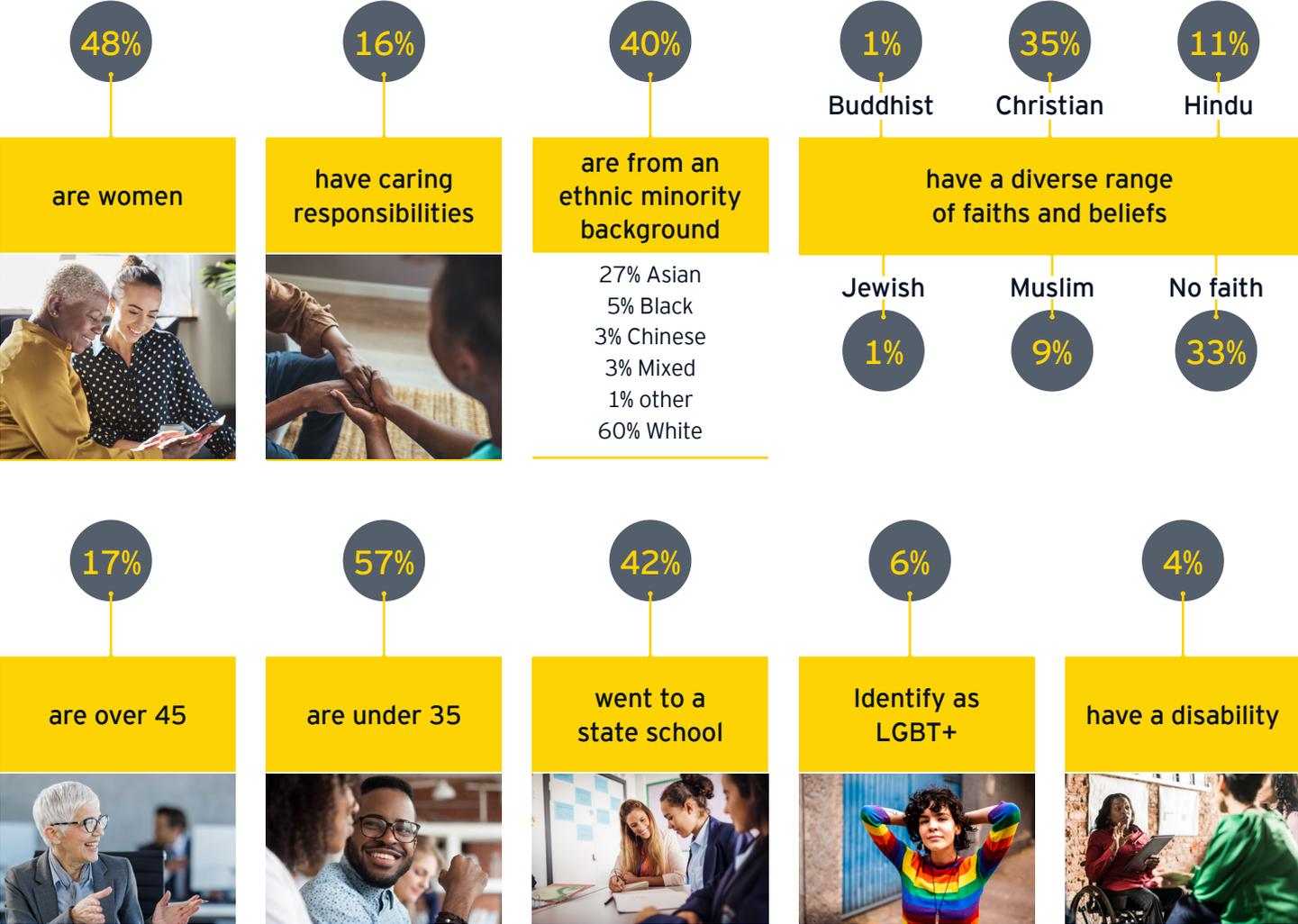
Partner targets

EY aims to have **40% female** and **20% ethnic minority Partners**, of which **15% Black Partners**, by July 2025.

Our achievements

We're incredibly proud EY is a diverse workplace.

In 2023, of the employees who have self-identified, we see that...



A great place to work



82%* of our people agree with the statement "I feel free to be myself"

*81% women, 82% men

Source: EY UK Internal Employee Engagement Survey (July 2023)

more than **70%** of our people from Asian, Black, Chinese, Mixed and White Backgrounds recommend EY as a great place to work

External recognition

We have achieved multiple award wins and accreditations for our Diversity, Equity and Inclusiveness initiatives and role models.

Company achievements

European Diversity Awards

- ▶ Marketing Campaign of the Year Award for 'My EY' recruitment film

Parental Fog Cross-Industry Index 2022

- ▶ Fully Visible Employer Badge

Recruitment Advertising Awards 2023

- ▶ Candidate Experience, EY Neuro-Diverse Centre of Excellence
- ▶ Innovation, EY Neuro-Diverse Centre of Excellence

Social Mobility Awards

- ▶ Progression Programme of the Year (Bronze)

Social Mobility Employer Index

- ▶ Top 30 Employer

Working Families 2023

- ▶ Top 30 Employer

Individual achievements

Pride's Power List 2023

- ▶ Hayley Vaughan, EY UNITY Network Co-Chair
- ▶ Joel Fisher, EY UNITY Network Co-Chair

Social Mobility Awards

- ▶ Champion of the Year: Chris Woolard, Partner Sponsor, EY & EY Foundation Social Mobility Network (Silver)
- ▶ Mentor of the Year: Shell Warren, Administrative Lead (Silver)



Our progress so far

We've held a longstanding ambition to be the most diverse and inclusive firm in the UK. Why? Research has shown that organisations which have diverse workforces and inclusive cultures are more likely to be successful, innovative, agile and resilient to change.

Our actions are driving progress

At EY, our purpose is to build a better working world, and that's why we begin with ourselves. We prioritise diversity as a business objective, aiming to make EY more representative of the society and communities where we work. We continue to invest in the following actions to keep our momentum going:

Four actions to promote diversity

Targets and expectations	We set clear expectations for the business and our leaders
Differential investment	We equip underrepresented talent to fulfil their potential
Focus on Partnership and pipeline	We have a clear diversity focus in our talent mapping
Evidence-based practices	We remove barriers at every stage of the career journey

The diversity of thought that comes with diversity of lived experience thrives under inclusion. We focus our efforts on embedding a culture of belonging, where our people feel included, accepted and valued. In our most recent People Pulse survey, over 75% of men and women agreed with the statement: 'I feel included and supported by the people I interact with each day'. For those who don't strongly feel this way, we use our data to shape the following actions to address any gaps:

Four actions to create inclusiveness

Culture change	We proactively drive behavioural change
Education and awareness	We upskill our people to lead with understanding and empathy
Networks and communities	We invest in safe spaces and celebrate difference
Reporting routes	We encourage a speak-up culture through accessible and supportive reporting

Our focus on diversity and inclusiveness has catalysed our progress. For example, we have made more progress on female Partner representation in the past four years than in the previous 10. We have a consistent and strong sense of belonging in the business, across groups. However, we also need to make sure that we have the same focus on the opportunities that people are afforded. It is these experiences combined that really unlocks value for our people and our business.

Our increased focus on equity, largely driven by data availability and analytics capabilities, means that we are taking a systemic approach to change through the following actions:

Four actions to create equity

Pay gap action plan

We identify key drivers and opportunities to improve proportional representation

**Tracking proportionality
(performance, promotions,
progressions)**

We monitor and investigate any discrepancies between groups to focus solutions

Debias talent processes

We establish equity guardrails to make sure everyone has an equal chance at every opportunity

Inclusive policies

We invest in policies, like flexible working, to disrupt narrow definitions of and routes to 'success'



Our 2023 gender pay gap findings

Gender summary

The Whole Firm pay gap shows that we have closed our mean pay gap by 1.9ppt and our median by 0.7ppt. This is indicative of our work to maintain the balance of gender diversity at entry and junior levels in the Firm, while equitably progressing our female talent through the business. Our gender disclosure rate is 100%.

The Partner only pay gap has widened this year, by 3.3ppt mean, and 0.7 ppt median. This slight increase was anticipated as a result of our focus on the equitable progression of women into the Partnership.

Pay gap	2022		2023		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Whole firm	31.3%	17.2%	29.4%	16.5%	-1.9%	-0.7%
Partners only	9.0%	15.9%	12.4%	16.6%	3.3%	0.7%

Mean Gender Pay Gap
 The difference between the average hourly earnings of men and the average hourly earnings of women.

Median Gender Pay Gap
 This is based on arranging all the pay amounts in numerical order and selecting the middle amounts.

Note: Due to rounding there may be a +/- difference in trending shown compared to 2022/23 numbers displayed



Additional pay gaps

We believe that transparency is crucial for demonstrating commitment and driving accountability. Alongside mandatory gender pay gap reporting, we also report pay gap data for ethnicity, disability, sexual orientation, and social mobility.

As with the gender pay gap, pay gaps across other diversity characteristics tell us where we need to achieve better representation of some of our communities.

Ethnicity summary

Our ethnicity pay gap reports on the differences between the average pay, and therefore the distribution, of different ethnic groups across our workforce. We disaggregate ethnic minority groups because we know that the experience of each group is different. This difference is reflected in our data and helps us to target interventions more effectively. Our ethnicity disclosure rate is 90%.

Marginal increases across ethnic groups can be attributed to greater ethnic diversity at junior levels where we have greater opportunity to diversify more quickly and in larger numbers. Some ethnic groups are less represented and are therefore more likely to see fluctuations in the data. We will continue our focus on providing equitable opportunities to strengthen and sustain our talent pipeline.

Ethnicity

Pay gap	2022		2023		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Ethnic minority	37.3%	17.8%	37.9%	19.2%	0.6%	1.3%
Asian	37.5%	17.9%	36.9%	18.5%	-0.6%	0.5%
Black	51.2%	23.0%	50.6%	24.7%	-0.6%	1.7%
Chinese	36.9%	3.9%	46.5%	23.2%	9.6%	19.3%
Mixed	27.5%	10.1%	26.9%	14.0%	-0.6%	3.9%
Other	1.9%	0.4%	6.8%	9.1%	4.9%	8.7%
Partners only						
Ethnic minority	15.5%	21.1%	17.2%	25.1%	1.6%	4.0%

Note: Due to rounding there may be a +/- difference in trending shown compared to 2022/23 numbers displayed

Our 2023 gender pay gap findings continued

Disability summary

Our disability pay gap reports on the differences between the average pay, and therefore distribution, of those who self-report as having a disability or not. With low representation of individuals who self-identify as having a disability (3.5% of our workforce), we expect to see some fluctuations in the data. We will continue to encourage more of our people to self-identify, which is currently at 65%. We're confident that our actions are making a positive impact.

Disability

Pay gap	2022		2023		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Whole firm						
Disability	-3.9%	1.8%	5.7%	6.2%	1.8%	4.4%

Sexual orientation summary

Our sexual-orientation pay gap reports on the differences between the average pay, and therefore distribution, of those who self-report their sexual-orientation as heterosexual compared to those who self-report another sexual-orientation. Our sexual orientation disclosure rate is 44%. Within our workforce, of those who have reported, 6% tell us that they identify as LGBT+. We are pleased that this community is well-represented at EY UK and that our sexual-orientation pay gap has reduced, despite the potential for fluctuations.

Sexual orientation

Pay gap	2022		2023		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Whole firm						
Sexual orientation	18.8%	6.1%	17.0%	5.5%	-1.8%	-0.6%

Note: Due to rounding there may be a +/- difference in trending shown compared to 2022/23 numbers displayed

Social mobility summary

Our social mobility pay gap reports on the differences between the average pay, and therefore distribution, of those who self-report their socioeconomic background based on key indicators. We compare indicators of lower, versus higher, socioeconomic background. Of our workforce, 58% have self-reported the type of school that they attended and 58% have self-reported their parents' education status. Of these, 46% went to a state school, 44% have a parent with a degree or equivalent.

To calculate our pay gap, we compare the different school types listed in the table below to those who self-report that they attended an independent and/or fee-paying school. We compare the data of those who tell us that their parents did not attend university to those who tell us that their parents did attend university.

We have seen small but positive changes in our median pay gaps.

Social mobility

Pay gap	2022		2023		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Whole firm – school type						
Selective on academic, faith or other grounds	-0.2%	-6.9%	-1.9%	-5.7%	1.7%	-1.2%
Attended school outside the UK	6.5%	-10.9%	6.8%	-4.7%	0.2%	-6.2%
A state-run or state-funded school	9.8%	8.6%	6.8%	8.2%	-3.0%	-0.4%
Whole firm – parental degree						
Parental degree or equivalent	-13.6%	-0.2%	-10.4%	0.4%	-3.2%	0.2%

Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.

Justine Campbell

Justine Campbell
EY UK&I Managing Partner for Talent

Note: Due to rounding there may be a +/- difference in trending shown compared to 2022/23 numbers displayed

Statutory gender pay gap reporting for individual EY entities



1. Ernst & Young Services Ltd Statutory gender pay gap and ethnicity pay gap

Our full statutory Gender pay gap (GPG) figures are presented below, with the addition of our voluntary corresponding ethnicity pay gap figures. In-line with the statutory legislation, these statistics relate to employees only and do not include partners.

Relevant employees contained in our gender pay gap report for Ernst & Young Services Ltd: **16,728**

Gender pay and bonus gap

	2023	% point closer to zero from 2022
Pay gap		
Median	9.1%	-2.2 %
Mean	13.5%	-1.1%
Bonus gap		
Median	-12.6%	1.5%
Mean	23.7%	-3.4%

Percentage receiving a bonus: 88.9% female and 86.3% male

Quartiles

2023	Female	Male
Upper	38.1%	61.9%
Upper Middle	49.3%	50.7%
Lower Middle	51.7%	48.3%
Lower	49.1%	50.9%

Ethnicity pay and bonus gap

	2023	% point closer to zero from 2022
Pay gap		
Median	8.3%	0.3%
Mean	14.8%	0.8%
Bonus gap		
Median	49.1%	24.3%
Mean	37.2%	5.4%

Percentage receiving a bonus: 82.0% ethnic minority and 92.0% White

Quartiles

2023	Ethnic minority	White
Upper	31.3%	68.7%
Upper Middle	48.4%	51.6%
Lower Middle	53.0%	47.0%
Lower	39.6%	60.4%

Statutory gender pay gap reporting for other EY entities continued

Full statutory Gender Pay Gap (GPG) figures are presented on the following pages for each of our UK entities. In-line with the statutory legislation, these statistics relate to employees only and do not include partners.

2. EY Professional Services Ltd

Relevant employees contained in our gender pay gap report for EY professional services: **441**

Gender pay and bonus gap

	2023
Pay gap	
Median	24.9%
Mean	17.7%
Bonus gap	
Median	56.1%
Mean	31.7%

Quartiles

2023	Female	Male
Upper	24.5%	75.5%
Upper Middle	23.6%	76.4%
Lower Middle	40.9%	59.1%
Lower	48.6%	51.4%

Percentage receiving a bonus: 89.3% female and 89.4% male

Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.



Jon Hughes
UK&I Transformation Strategy Leader – EY Professional Services

3.

EY Foundation

Relevant employees contained in our gender pay gap report for EY Foundation: **338**

Gender pay and bonus gap

	2023
Pay gap	
Median	0.0%
Mean	-15.2%
Bonus gap	
Median	0.5%
Mean	-5.5%

Quartiles

2023	Female	Male
Upper	67.1%	32.9%
Upper Middle	62.4%	37.6%
Lower Middle	63.1%	36.9%
Lower	65.5%	34.5%

Percentage receiving a bonus: 15.5% female and 6.7% male

Please note that EY Foundation does not pay annual performance bonuses to its employees or volunteers. However, in line with the statutory guidelines for pay gap reporting, our bonus gaps include payments made under our staff recognition programme, Applause, which provides the opportunity for all employees to recognise and thank colleagues who demonstrate

our values and behaviour during their daily working lives. This can be in various ways, from a simple 'Thank you' to awarding a small monetary award (on average £25) ensuring that all our people feel valued and appreciated for their contributions.

Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.



Lynne Peabody
CEO – EY Foundation

Statutory gender pay gap reporting for other EY entities continued

4. EY Global Services Ltd

Relevant employees contained in our gender pay gap report for EY Global Services Ltd: **449**

Gender pay and bonus gap

	2023
Pay gap	
Median	15.3%
Mean	10.9%
Bonus gap	
Median	44.5%
Mean	17.5%

Quartiles

2023	Female	Male
Upper	42.0%	58.0%
Upper Middle	47.3%	52.7%
Lower Middle	47.3%	52.7%
Lower	72.6%	27.4%

Percentage receiving a bonus: 96.7% female and 89.9% male

Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.



Penny Stoker
Talent Leader, Executive Functions – EY Global Services and EY GS LLP



5. EY GS LLP

Relevant employees contained in our gender pay gap report for EY GS LLP: **515**

Gender pay and bonus gap

	2023
Pay gap	
Median	8.4%
Mean	15.4 %
Bonus gap	
Median	3.7 %
Mean	11.8%

Quartiles

2023	Female	Male
Upper	50.4%	49.6%
Upper Middle	60.5%	39.5%
Lower Middle	58.1%	41.9%
Lower	71.1%	28.9%

Percentage receiving a bonus: 92.0% female and 89.0% male

Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.



Penny Stoker
Talent Leader, Executive Functions – EY Global Services and EY GS LLP



EY UK Pay Gap Report – Methodology

The following information details how we have prepared the metrics set out in our 2023 Pay Gap report. The basic approach is in line with the requirements set out in The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (henceforth referred to as the Regulations) and utilises the Statutory Guidance on *Gender pay gap reporting: guidance for employers* issued by UK Government Equalities Office (henceforth referred to as the Guidance).

Whilst the Regulations and Guidance focus on gender pay gap metrics for employees, we have utilised the same approach in calculating non-statutory pay gaps for other diversity characteristics – i.e., used the same base population, pay and bonus data when calculating ethnicity, disability, sexual orientation and social mobility pay gaps.

As far as is reasonably practical, we have also applied the Guidance to our Equity Partners, where they are included in our non-statutory disclosures.

Employees and Equity Partners

Our report covers employees in Great Britain¹, as of 5th April 2023 and is in line with ‘relevant employees’ and ‘full pay relevant employees’ as defined in the Regulations. Independent Non-Executive Directors are on payroll, yet do not fall under the definition of an ‘employee’ and have been removed. This approach applies to statutory and non-statutory reporting elements.

Equity Partners do not fall under the Regulations; however they are included in our voluntary disclosures, based on those that were based in Great Britain as of 5th April and whose remuneration is determined by the UK Firm.

EY has several employing entities for employees based in Great Britain. Unless otherwise stated², our voluntary disclosures relate to the combined EY population. In line with the Regulations, we also publish mandatory gender pay gap metrics where individual EY entities have more than 250 relevant employees. Five entities met the criteria for the current reporting year and their Statutory metrics are in the Annex section of our 2023 report.

Pay and bonus

For relevant and full pay relevant employees, pay and bonus used is as set out in the Regulations and Guidance for ‘ordinary pay’ and ‘bonus pay’. Whilst Equity Partner’s remuneration differs from that of employees (they are not ‘paid’ but instead take a share of profits), we have calculated their remuneration based around their regular earnings during the reporting year. This is based on data available as of October 2023 and is not subject to any subsequent adjustments.

We include monetary amounts received by our employees from our staff recognition programme, Applause. This programme provides the opportunity for all employees to recognise and thank colleagues who demonstrate our values and behaviour during their daily working lives. This can be in various ways, from a simple ‘Thank you’ to awarding a small monetary award (on average around £25 for each award).

For our pay gap metrics, we include Applause awards given during April 2023 (as this covers the pay period relating to the snapshot date of 5th April 2023) and for bonus metrics, we include awards given between 6th April 2022 and 5th April 2023 (which matches the bonus period as set out in the Regulations).

1 As employment matters are devolved in Northern Ireland, the duties under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 are related to Great Britain only

2 Under the EY Great Britain based umbrella, there are two entities (Riverview Law Limited and EY Incentives Limited) who’s remuneration and payroll is determined independently of the wider organisation. They have their own pay processes and systems. Neither of these entities contain more than 250 employees and they are not contained as part of our Pay Gap report.

Diversity

The following details diversity characteristics that have been used in our statutory and non-statutory pay gap reporting. In all instances, this is based on information our people have themselves disclosed to us (disclosure rates for each characteristic are available in the Pay Gap report). Employees can select one option per diversity characteristic.

Gender

In our main HR system, our people can disclose their gender identity via the following options:

- ▶ * Man (Cisgender)
- ▶ * Man (Transgender)
- ▶ * Non-Binary
- ▶ Prefer not to answer
- ▶ * Woman (Cisgender)
- ▶ * Woman (Transgender)

We also have a separate section in our system which captures 'gender', with the options of:

- ▶ * Female
- ▶ * Male
- ▶ Others
- ▶ Undeclared
- ▶ Unknown

Those that have selected categories with an asterisk (*) are included in our gender pay gap figures. We first refer to the 'gender identity' dataset, reverting to 'gender' if an individual has completed the second dataset only. Man (Cisgender and Transgender)/Male are included under the male category, Woman (Cisgender and Transgender)/Female are included under the female category. All other individuals are excluded from the calculations, in line with the Regulations and Guidance.

Ethnicity

For our non-statutory pay gap ethnicity reporting we provide metrics at two levels of detail; on an ethnic minority compared to White colleague's basis and by disaggregating our ethnic minority population and providing a metric for each group compared to our White colleagues.

The table provided in Annex 1 at the end of this document details how we combine individual ethnicity categories for the purpose of our pay gap reporting.

Disability

In our main HR system, our people can disclose their disability status via the following question:

Do you consider yourself to have a disability or long-term condition (physical or mental)?

Response options:

- ▶ * No
- ▶ Prefer not to say
- ▶ * Sometimes (my condition fluctuates)
- ▶ * Yes – both physical and mental
- ▶ * Yes – mental
- ▶ * Yes – physical

Those that have selected categories with an asterisk (*) are included in our non-statutory disability pay gap figures. The three 'Yes' categories and 'Sometimes (My Condition Fluctuates)' are grouped under a wider disabled category. 'No' is included under the 'Not disabled category'. All other individuals are excluded from the calculations.

EY UK Pay Gap Report – Methodology continued

Sexual orientation

In our main HR system, our people can disclose their sexual orientation via the following question:

How would you describe your sexual orientation?

Response options:

- ▶ * Bisexual
- ▶ * Gay/Lesbian
- ▶ * Heterosexual
- ▶ * Other
- ▶ Prefer not to answer

Those that have selected categories with an asterisk (*) are included in our non-statutory sexual orientation pay gap figures. Bisexual, Gay/Lesbian and Other are included under the LGB+ category. All other individuals are excluded from the calculations.

Social mobility

We produce two non-statutory social mobility related pay gaps, one based on school type attended, the other on parental degree status.

In our main HR system, our people can disclose the type of school they attended via the following question:

Which type of school did you attend for the majority of your time between the ages of 11-16?

Response options:

1. * A state-run or state-funded school
2. * Attended school outside the UK
3. I don't know
4. * Independent or fee-paying school
5. Non-selective
6. Prefer not to say
7. * Selective on academic, faith or other grounds

Those that have selected categories with an asterisk (*) are included in our school type social mobility pay gap figures. All other individuals are excluded from the calculations. Note: We do not currently include those selecting their school type as 'non-selective'. This is simply because currently only a small number of our people (less than 30) fall under this category. We will keep this under review in future years.

In our main HR system, our people can disclose their parental degree status via the following question:

At age fourteen, had any of your parent(s) or guardian(s) completed a university degree course or equivalent (e.g., BA, BSc or higher)?

Response options:

- ▶ I don't know
- ▶ * No
- ▶ Prefer not to say
- ▶ * Yes

Those that have selected categories with an asterisk (*) are included in our parental degree social non-statutory mobility pay gap figures. All other individuals are excluded from the calculations.

Data sources

People data

The people data used for our pay gap reporting, namely data indicating those who were employed or an Equity Partner with EY as of the snapshot date of 5th April 2023, employment status and diversity characteristics, are all sourced from our internal core HR reporting system. This database is maintained by our HR teams. In the case of diversity information (gender, ethnicity, disability, sexual orientation, and social mobility) contained within this system, this data is provided by our employees and Equity Partners, either from information captured during the joining process or via a self-service facility where our people can update their information at any time. For the diversity characteristics we collect data on, our people can opt to leave selections blank or select 'prefer not to say'.

Pay and bonus data

For our employees, the pay and bonus data used for our pay gap report is sourced from our third-party payroll provider. Our pay data is subject to regular reviews by internal HR teams and reconciled each month prior to pay day. In addition to this data, we have also included monetary amounts received via our staff recognition programme, 'Applause'. This is sourced from the provider who administers the scheme on our behalf.

For our Equity Partners, the pay amounts used are provided by our internal Partner Finance team.

Calculations

The basis of the calculations used in our pay gap report for our gender-based metrics are as those specified in the Guidance: *Gender pay gap reporting: guidance for employers*.

For all other diversity characteristics, we have taken a similar approach to those laid out in gender. Specifically, the calculations used are based on those identifying under the following characteristics:

Ethnicity: Are a comparison of average pay/bonus % (mean and median) for ethnic minority compared to White.

Disaggregated ethnicity (Black and other ethnicities): Are a comparison of average pay/bonus % (mean and median) for each individual ethnicity minority compared to White (e.g., Asian compared to White, Black compared to White).

Disability: Are a comparison of average pay/bonus % (mean and median) for disabled compared to non-disabled.

Sexual orientation: Are a comparison of average pay/bonus % (mean and median) for LGB+ compared to heterosexual.

Social mobility, school type: Are a comparison of average pay/bonus % (mean and median) for those under each school type, compared to those who attended an Independent/fee-paying school (e.g., state run school compared to Independent/fee-paying and selective on faith or academic compared to Independent/fee-paying).

Social mobility, parental degree: Are a comparison of average pay/bonus % (mean and median) for those who at aged fourteen had a parent with a degree, compared to those who did not.

Our pay gap report is subject to a range of internal reviews, with each Statutory disclosure being signed-off by an appropriate senior person.

EY UK Pay Gap Report – Methodology continued

Annex 1– ethnicity categories

In our main HR system, our people can disclose their ethnicity via the options shown in the first column of the table below. The below ethnicities are based on UK Census categories. We group these as per columns two and three for the purposes of our ethnicity pay gap reporting:

Ethnicity	Ethnicity grouping (ethnic minority/white)	Ethnicity grouping (ethnic minority disaggregated)
Asian		
Bangladeshi	Ethnic minority	Asian
Indian	Ethnic minority	Asian
Pakistani	Ethnic minority	Asian
Any other Asian background	Ethnic minority	Asian
Black		
African	Ethnic minority	Black
Caribbean	Ethnic minority	Black
Any other Black background	Ethnic minority	Black
Chinese	Ethnic minority	Chinese
Mixed		
White + Asian	Ethnic minority	Mixed
White + Black African	Ethnic minority	Mixed
White + Black African	Ethnic minority	Mixed
White + Black Caribbean	Ethnic minority	Mixed
Any other Mixed background	Ethnic minority	Mixed
Prefer not to say	Not included in ethnicity pay gap	Not included in ethnicity pay gap
Other ethnic group	Ethnic minority	Other
Other ethnic group – Arab	Ethnic minority	Other
White		
Channel Islands	White	White
English	White	White
Irish	White	White
Irish Traveller	White	White
Scottish	White	White
Welsh	White	White
Any other background	White	White

Any individual who has not provided a response to this section in our HR system is excluded from the calculations.



EY | Building a better working world

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