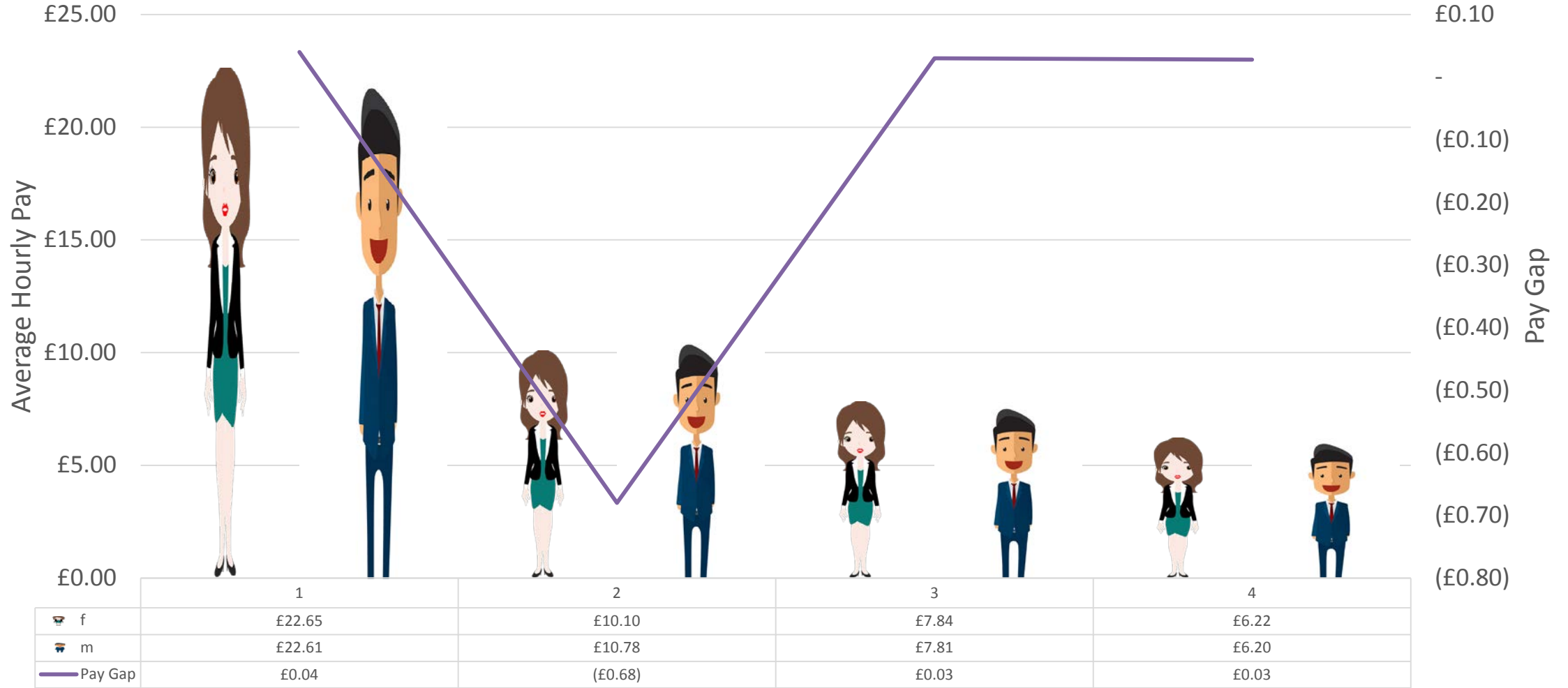


The Rothschild Foundation

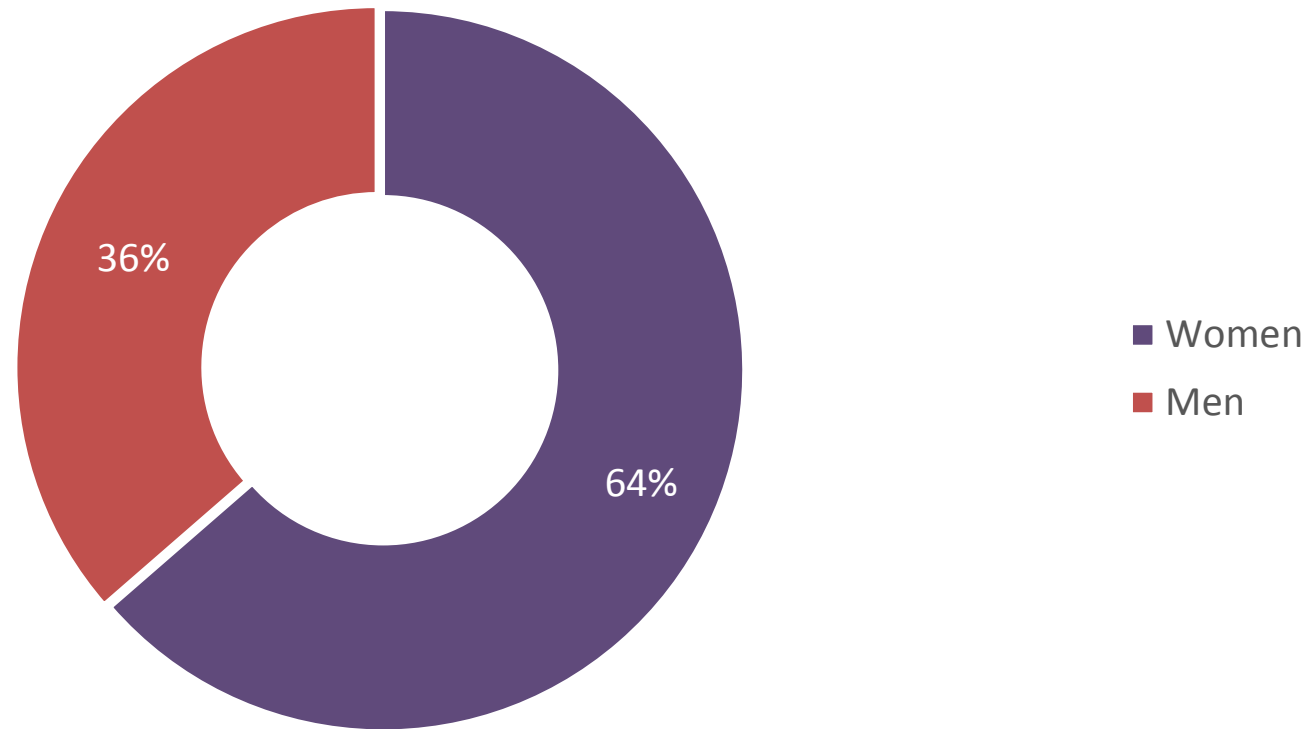
Gender Pay Gap Reporting (including NT payroll)

The Rothschild Foundation Gender Pay Gap

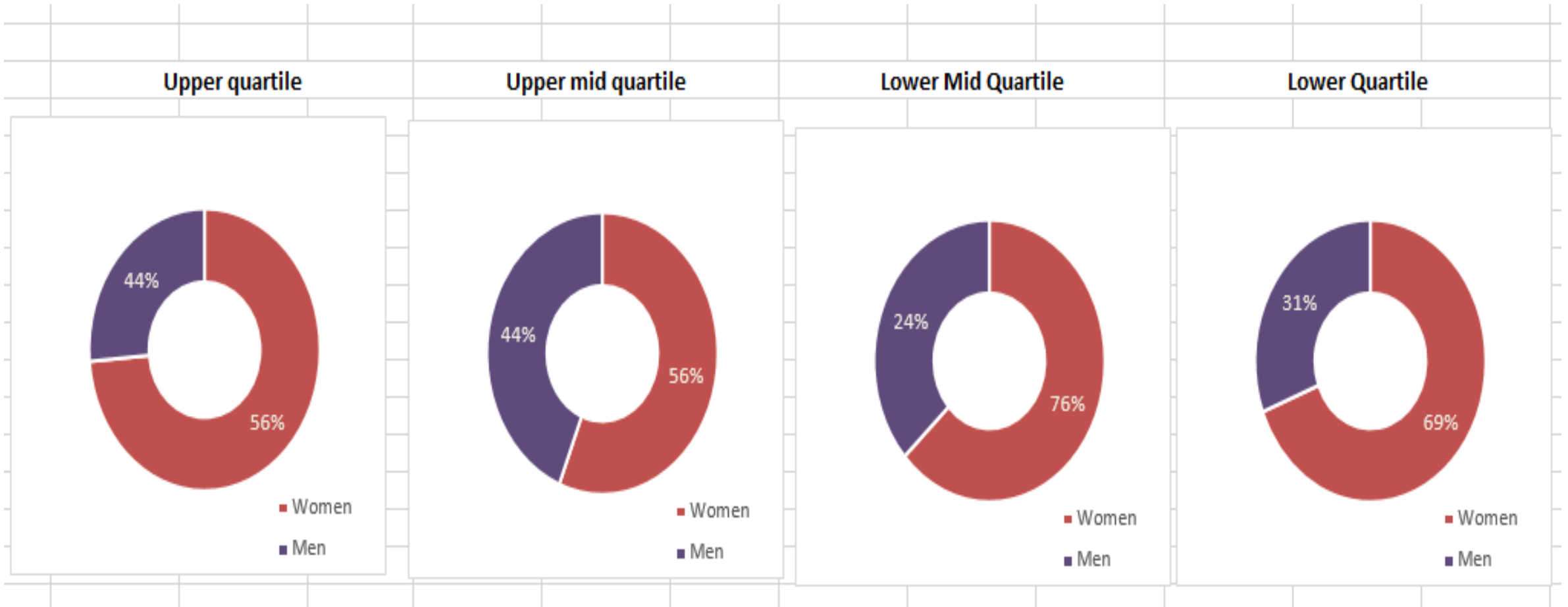


Quartile

Overall Split between Men and Women



Split between Men and Women by Quartile



Who received Bonus Pay?

- 0% of women
- 1.68% of men

Difference in Bonus pay

- Women's mean bonus pay is 100% less than men's
- Womens Median Bonus pay is 100% less than men's

Our Gender Pay gap

- The average hourly rate paid to women in the foundation is 14% lower than the average hourly rate paid to men in April 2017.
- Organisations must also report the difference in hourly rates of pay as a 'median average' – ours is 22% higher for Men

What the numbers tell us

- We are proud to have gender balance in our senior roles and we are confident we pay men and women equally for doing like for like work
- The gender pay gap is due to a few individuals that are in very senior positions in the organisation.
- The Median pay is in favour of women as there are more women in senior roles

What we're doing to be a more Gender balanced organisation

- We're already doing lots right. We have great balance in our senior roles.
- Our pay processes are working well to make sure we pay equally , regardless of gender.
- We will support our recruiters so we'll become attractive and relevant employer to more people.
- There is always more we can do so we will continue to look at our policies and ask our teams to make sure this is a special place to work, for everyone.