

# Pay Gap Report 2024



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# Introduction

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

At EY UK, diversity, equity, and inclusiveness (DEI) are not just aspirations—they are essential to how we build a thriving, future-ready business. We believe that a workplace where everyone feels valued and has equitable opportunities to succeed is key to driving innovation, performance, and long-term sustainability. Our annual pay gap report is a crucial part of our commitment to transparency and accountability, ensuring that we continue to challenge ourselves to do better.

This year's report reflects both progress and ongoing challenges. Our whole firm gender mean pay gap remains static and our median pay gap has widened slightly by 0.7 percentage points. This reflects the impact of our sustained efforts to recruit and develop diverse talent at all levels of the firm. However, we recognise that further

work is needed to ensure proportional representation at senior levels, where gaps persist.

We also remain committed to voluntary pay gap reporting across ethnicity, social mobility, disability, and sexual orientation. While we have seen positive improvements in certain areas—such as a reduction in the sexual orientation pay gap and increased ethnic diversity at junior levels—some pay gaps have widened, reflecting the complexity of achieving sustainable change. In particular, our partner-level gender and ethnicity pay gaps have increased, reinforcing the need for continued investment in equitable career progression.

Our strategy remains focused on embedding equity in our talent processes, from hiring and promotion to performance and reward. This year, we have strengthened our data-driven approach to identifying barriers and have delivered targeted activities based on this data analysis. Additionally, our refreshed Social Mobility plan for 2025 and beyond will help us drive meaningful progress for individuals from lower socioeconomic backgrounds.

We are proud that our efforts continue to be recognized externally, including achievements in the Stonewall Workplace Equality Index, the Social Mobility Employer Index, and the Times Top 50 Employers for Gender Equality. However, we know that recognition alone is not enough—we must remain committed to action.

As we look ahead, we reaffirm our commitment to reducing our pay gaps and fostering a truly inclusive environment where all our people can thrive. By continuing to challenge systemic barriers, investing in equitable opportunities, and holding ourselves accountable, we will build a more diverse and inclusive firm for the future.

**Justine Campbell**

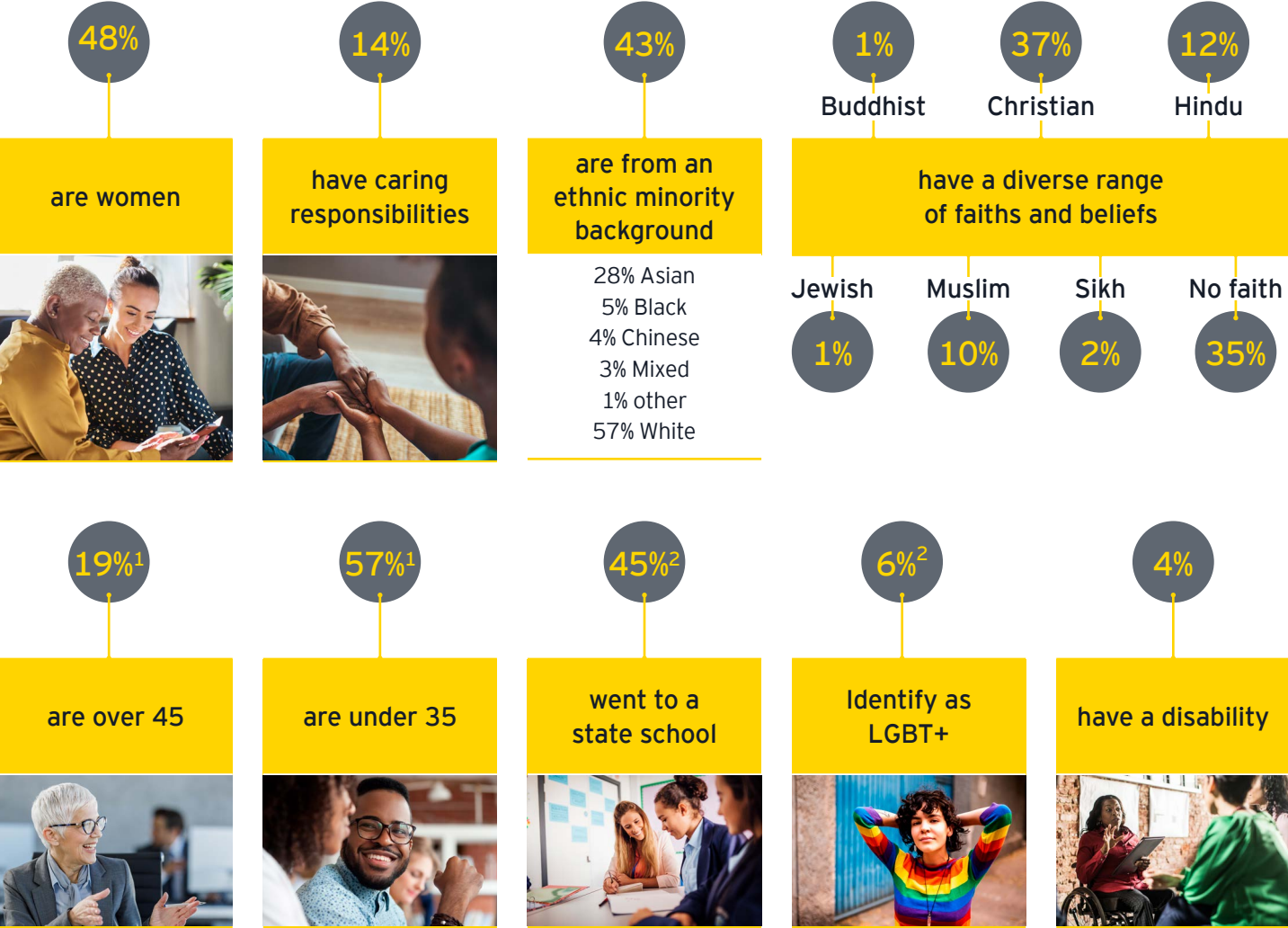
*EY UK&I Talent Managing Partner*



# Our achievements

We're incredibly proud EY UK is a diverse workplace.

In 2024, of the employees who have self-identified, we see that...



## A great place to work



**80%\***  
of our people agree with the statement "I feel free to be myself"

\*79% women, 80% men

Source: EY UK Internal employee engagement Survey July 2024

**62%** Overall my EY experience is exceptional

Note:  
Due to rounding, the percentages may not total 100%.  
1 As per the dataset used in our FY24 report.  
2 As per our 2024 Pay Gap dataset. All other numbers in this section are as per our Q1 FY25 position.

# External recognition

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

## Company achievements

### European Diversity Award 2024

- Marketing Campaign of the Year (UK&I Talent Attraction & Acquisition team)

### Investing in Talent Awards 2024

- Recruitment & Retention award for underrepresented Populations

### Government Disability Confidence Scheme 2024

- Level 2 status

### Stonewall Workplace Equality Index 2024

- Gold award, ranking 26 out of 100 Top employers

### BITC 2024

- Times Top 50 Employer for Gender Equality

### Social Mobility Employer Index

- Ranked 26 out of 75

### Parental Fog Cross - Industry Index 2024

- Fully Visible Employer Badge

### National Equality Standard 2024

- Passed the assessment

### Mayor of London Good Work Standard 2024

- Promotion to excellence level

## Individual achievements

- Social Mobility Awards - Top ten Social Mobility movers and shakers; Chris Woolard, Partner Sponsor EY & EY Foundation Social Mobility Network
- Management Consultancies Association (MCA) Awards 2024; Inclusion Award - Dr Fatima Tresh, Associate Director, EY UK
- Management Consultancies Association (MCA) Awards 2024; Thought Leader Consultant of the Year Award - Amy Walters, Ruthlessly Caring (Book)



# Our progress so far

Partner ambitions

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

As at July 2024 our UK partnership comprised of **28% female Partners** and **18% ethnic minority Partners** (of which **9% are Black Partners**).

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

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 UK 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 track diversity within 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 84% of our people 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 social equity has catalysed our progress. 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**

<b>Pay gap action plan</b>	We identify key drivers and opportunities to improve proportional representation
<b>Tracking proportionality (performance, promotions, progressions)</b>	We monitor and investigate any discrepancies between groups to focus solutions
<b>Debias talent processes</b>	We establish equity guardrails to make sure everyone has an equal chance at every opportunity
<b>Inclusive policies</b>	We invest in policies, like flexible working, to disrupt narrow definitions of and routes to 'success'



# Our 2024 gender pay gap findings

## Gender summary

The Whole Firm pay gap shows that our mean pay gap has remained static at 0.0% and our median has widened by 0.7 percentage points. **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.**

The Partner only pay gap this year shows that our mean has widened by 0.4 percentage points and the median has widened by 4.8 percentage points. This slight increase was anticipated as a result of our focus on the equitable progression of women into the Partnership.

Pay gap	2023		2024		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Whole firm	29.4%	16.5%	29.4%	17.1%	0.0%	-0.7%
Partners only	12.4%	16.6%	12.8%	21.4%	-0.4%	-4.8%

**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 2023/24 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 2024 ethnicity disclosure rate is 90.8%.

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	2023		2024		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Ethnic minority	37.9%	19.2%	37.7%	21.1%	0.2%	-2.0%
Asian	36.9%	18.5%	35.9%	18.7%	1.1%	-0.2%
Black	50.6%	24.7%	48.8%	25.3%	1.8%	-0.6%
Chinese	46.5%	23.2%	52.3%	46.6%	-5.8%	-23.4%
Mixed	26.9%	14.0%	27.4%	19.5%	-0.5%	-5.5%
Other	6.8%	9.1%	4.0%	6.8%	2.8%	2.4%
Partners only						
Ethnic minority	17.2%	25.1%	17.5%	23.1%	-0.3%	2.0%

Note: Due to rounding there may be a +/- difference in trending shown compared to 2023/24 numbers displayed.

# Our 2024 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 (3.7% 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 62.6%. We're confident that our actions are making a positive impact.

### Disability

Pay gap	2023		2024		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Whole firm						
Disability	5.7%	6.2%	5.8%	8.0%	-0.2%	-1.8%

## 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 40.5%. Within our workforce, of those who have reported, 5.6% tell us that they identify as LGB. 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	2023		2024		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Whole firm						
Sexual orientation	17.0%	5.5%	16.0%	4.8%	1.0%	0.6%

Note: Due to rounding there may be a +/- difference in trending shown compared to 2023/24 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, 53.9% have self-reported the type of school that they attended and 53.5% have self-reported their parents' education status. Of these, 45.4% went to a state school, 56.7% 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.


Given its intersectional nature, we recognise the critical importance of focusing on socio-economic background as part of our efforts to enhance diversity, equity and inclusiveness within our firm. Our new Social Mobility strategy, for 2025 and beyond, allows us to drive meaningful progress across a range of social demographic groups within our organisation.

## Social mobility

Pay gap	2023		2024		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	-1.9%	-5.7%	-5.2%	-7.7%	-3.3%	-2.0%
Attended school outside the UK	6.8%	-4.7%	-0.1%	-2.8%	6.7%	1.9%
A state-run or state-funded school	6.8%	8.2%	6.2%	8.0%	0.7%	0.2%
Whole firm – parental degree						
Parental degree or equivalent	-10.4%	0.4%	-0.2%	4.3%	10.2%	-3.9%

Declaration

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



Justine Campbell  
EY UK&I Managing Partner for Talent

Note: Due to rounding there may be a +/- difference in trending shown compared to 2023/24 numbers displayed.



# Statutory gender pay gap reporting for individual EY entities

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# 1.

## EY LLP 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 LLP: **16,004**

### Gender pay and bonus gap

	2024
Pay gap	
Median	10.1%
Mean	13.9%
Bonus gap	
Median	0.0%
Mean	47.2%

Percentage receiving a bonus: 34.0% female and 31.6% male

### Proportion of males and females by pay quartiles

2024	Female	Male
Upper	39.2%	60.8%
Upper Middle	49.4%	50.6%
Lower Middle	51.4%	48.6%
Lower	51.6%	48.4%

### Ethnicity pay and bonus gap

	2024
Pay gap	
Median	11.6%
Mean	16.9%
Bonus gap	
Median	0.0%
Mean	25.6%

Percentage receiving a bonus: 31.7% ethnic minority and 34.5% White

### Proportion by pay quartile

2024	Ethnic minority	White
Upper	31.3%	68.8%
Upper Middle	50.1%	49.9%
Lower Middle	53.4%	46.6%
Lower	43.8%	56.2%

In February 2024, EY UK employees previously with Ernst & Young Services Limited were transferred to Ernst & Young LLP (EY LLP). As a result, trend data for EY LLP is unavailable since it did not previously include employees. Our statutory disclosures only cover payments made directly by EY LLP. As most annual bonuses were paid earlier in the reporting year by Ernst & Young Services Limited, this has impacted our reported bonus gap figures. Without this entity change, the mean bonus gap would be approximately 27.9% and the median bonus gap 12.7%.

Note: Due to rounding, the percentages may not total 100%.

# 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: **561**

### Gender pay and bonus gap

	2024
Pay gap	
Median	16.8%
Mean	16.0%
Bonus gap	
Median	4.2%
Mean	30.5%

### Proportion of males and females by pay quartiles

2024	Female	Male
Upper	25.0%	75.0%
Upper Middle	28.6%	71.4%
Lower Middle	39.3%	60.7%
Lower	45.4%	54.6%

Percentage receiving a bonus: 91.7% female and 89.0% 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: **251**

#### Gender pay and bonus gap

	2024
Pay gap	
Median	0.0%
Mean	-31.4%
Bonus gap	
Median	-23.1%
Mean	-35.0%

Percentage receiving a bonus: 20.6% female and 6.7% male

#### Proportion of males and females by pay quartiles

2024	Female	Male
Upper	65.1%	34.9%
Upper Middle	46.0%	54.0%
Lower Middle	49.2%	50.8%
Lower	48.4%	51.6%

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: 446

Gender pay and bonus gap

	2024
Pay gap	
Median	15.1%
Mean	12.5%
Bonus gap	
Median	26.4%
Mean	10.9%

Proportion of males and females by pay quartiles

2024	Female	Male
Upper	36.6%	63.4%
Upper Middle	53.6%	46.4%
Lower Middle	45.0%	55.0%
Lower	69.4%	30.6%

Percentage receiving a bonus: 96.3% female and 95.9% male

Declaration

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



Sandeep Kohli  
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: **489**

### Gender pay and bonus gap

	2024
Pay gap	
Median	5.5%
Mean	15.3 %
Bonus gap	
Median	1.0 %
Mean	19.3%

### Proportion of males and females by pay quartiles

2024	Female	Male
Upper	50.0%	50.0%
Upper Middle	61.5%	38.5%
Lower Middle	57.4%	42.6%
Lower	67.5%	32.5%

Percentage receiving a bonus: 97.1% female and 92.1% male

### Declaration

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



**Sandeep Kohli**  
Talent Leader, Executive Functions – EY Global Services and EY GS LLP





# EY UK Pay Gap Report – Methodology

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The following information details how we have prepared the metrics set out in our 2024 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 Britain<sup>1</sup>, as of 5th April 2024 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 UK has several employing entities for employees based in Great Britain. Unless otherwise stated, our voluntary disclosures relate to the combined EY UK population. In line with the Regulations, we also publish mandatory gender pay gap metrics where individual EY UK 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 2024 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 2024 and is not subject to any subsequent adjustments.

We include monetary amounts received by our employees from our staff recognition programme, Applause<sup>2</sup>. 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 2024 (as this covers the pay period relating to the snapshot date of 5th April 2024) and for bonus metrics, we include awards given between 6th April 2023 and 5th April 2024 (which matches the bonus period as set out in the Regulations).

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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 The system managing Applause Awards deletes data 30 days after an individual leaves EY UK. Consequently, we have not been able to include Applause Award amounts for some individuals who were with us on the snapshot date (5th April) but left before our pay gap analysis. We estimate this affects approximately 2.5% of our pay gap population. Given the relatively small amounts of the awards, we do not consider this to have materially impacted our pay gap metrics. However going forward we intend to collect data on a rolling basis to ensure there are no omissions.

## 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 UK as of the snapshot date of 5th April 2024, 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:** 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:** a comparison of average pay/bonus % (mean and median) for disabled compared to non-disabled.

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

**Social mobility, school type:** 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:** 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)
<b>Asian</b>		
Bangladeshi	Ethnic minority	Asian
Indian	Ethnic minority	Asian
Pakistani	Ethnic minority	Asian
Any other Asian background	Ethnic minority	Asian
<b>Black</b>		
African	Ethnic minority	Black
Caribbean	Ethnic minority	Black
Any other Black background	Ethnic minority	Black
<b>Chinese</b>	Ethnic minority	Chinese
<b>Mixed</b>		
White + Asian	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
<b>Other ethnic group</b>	Ethnic minority	Other
<b>Other ethnic group – Arab</b>	Ethnic minority	Other
<b>White</b>		
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.





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