

PwC believes in being an inclusive and diverse organisation where anyone can reach their full potential. We were the first professional firm to voluntarily publish our gender pay gap in 2014 and this will be our fourth year of doing so.

PwC 2017 Gender Pay Report



Pay and Bonus Gap – PwC

	Mean	Median
Hourly pay	13.7%	14.2%
Bonus	37.5%	39.5%

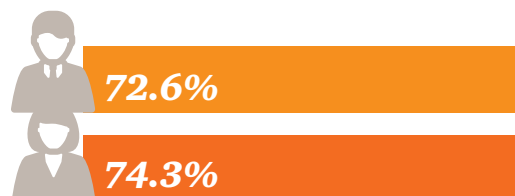
The above table shows our mean and median hourly gender pay gap and bonus gap as at the snapshot date (i.e. 5 April 2017 (pay) and in the 12 months reference period to 5 April 2017 (bonus)).

Our disclosable pay gap of 15.2% (as published in our 2016 annual report) has fallen this year to 13.7% showing that we are making progress to address any imbalance within the business.

Our analysis of our gender pay gap shows that it is largely driven by the fact that there are more men in senior higher-paid roles within the business. When we adjust for this factor our pay gap drops to 2.9%, where any differences can largely be explained by time in role or skill-set factors.

When looking at our bonus gap it is predominantly driven by two key factors, the first being that there are more men in senior roles and secondly the number of part time opportunities across our business, which are mainly filled by women. At PwC we are confident that men and women are paid equally for doing equivalent jobs across our business. We continue to take action to address any gaps and to make sure our policies and practices are fair. This includes actively reviewing decisions around our annual performance, pay and bonus round.

Proportion of employees receiving a bonus



This shows a 1.7% difference in the number of men and women who received a bonus for their performance in 2016. As the figures show, we are confident as a firm that men and women have an equal opportunity to participate in and earn a bonus.

Pay Quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Men	47.5%	46.3%	53.1%	61.4%
Women	52.5%	53.7%	46.9%	38.6%

The above chart illustrates the gender distribution across PwC in four equally sized quartiles.

As a major UK employer we are committed to addressing diversity and are approaching this in a number of ways including, our returnship programme, reviewing recruitment processes and making more senior jobs open to flexible working. To this end we are a signatory to HM Treasury's Women In Finance Charter, and have found that by introducing grade pool targets it provides us with both direction and drives our recruitment, promotion and retention strategies.

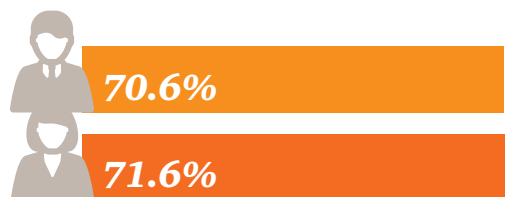
The following link will take you to our current targets <http://www.pwc.co.uk/who-we-are/annual-report/annual-report-2016--our-people.html>

PwC has two employing entities within the group. Employment between these two entities is largely driven as a result of historical mergers and acquisitions. All new employees join PwC Services Limited. Under the gender pay reporting regulations we are required to provide information for both of these entities which is set out below.

Pay and Bonus Gap – PwC Services Limited

	Mean	Median
Hourly pay	12.0%	13.1%
Bonus	33.0%	32.3%

Proportion of employees receiving a bonus for 2016



Pay and Bonus Gap – PwC LLP

	Mean	Median
Hourly pay	33.1%	34.4%
Bonus	58.6%	67.1%

Proportion of employees receiving a bonus for 2016



Pay Quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Men	50.1%	48.9%	53.0%	62.2%
Women	49.9%	51.1%	47.0%	37.8%

The above chart illustrates the gender distribution across PwC Services in four equally sized quartiles.

We confirm the data reported is accurate.

Kevin Ellis
PwC UK Chairman and Senior Partner

Pay Quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Men	11.8%	37.9%	50.3%	63.3%
Women	88.2%	62.1%	49.7%	36.7%

The above chart illustrates the gender distribution across PwC LLP in four equally sized quartiles.

Laura Hinton
PwC UK Head of People

www.pwc.co.uk

At PwC, our purpose is to build trust in society and solve important problems. We're a network of firms in 157 countries with more than 223,000 people who are committed to delivering quality in assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at www.pwc.com.

© 2017 PricewaterhouseCoopers LLP. All rights reserved. In this document, "PwC" refers to the UK member firm, and may sometimes refer to the PwC network. Each member firm is a separate legal entity. Please see www.pwc.com/structure for further details. Design Services 30778 (06/17).