



# 2025 Gender Pay Gap Report

**Hamilton UK Services Ltd**

**Snapshot date: 5 April 2025**

## Executive Summary

At Hamilton, we are dedicated to promoting fairness, transparency, and equal opportunities for all. This report presents our statutory UK Gender Pay Gap figures as of the 5 April 2025 (the snapshot date), outlining the underlying factors influencing these results, and details the steps we are taking to enhance representation and career progression throughout our organisation.

### Key data summary:

- Mean hourly pay gap: 32.5% | Median hourly pay gap: 27.4%
- Mean bonus pay gap: 57.0% | Median bonus pay gap: 47.9%
- Bonus participation – Men: 87.0% | Women: 76.2%

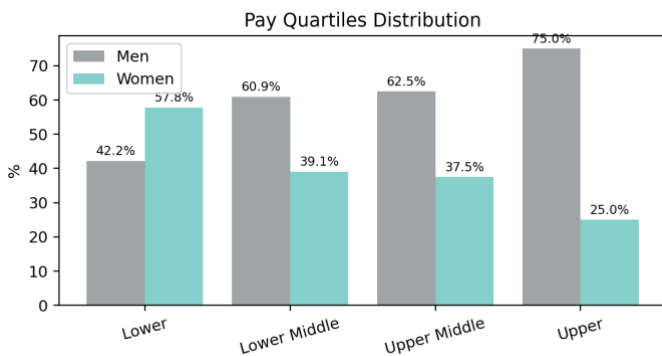
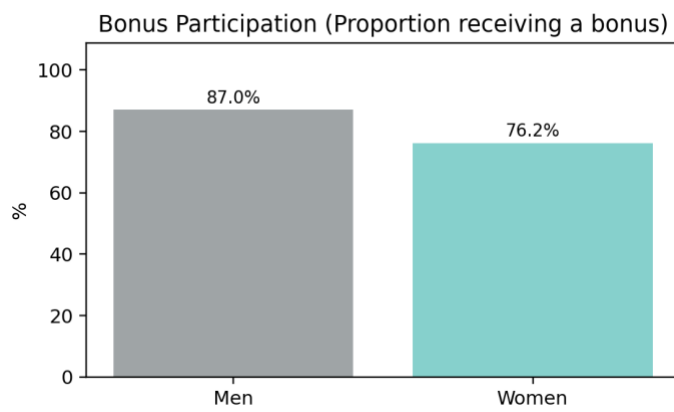
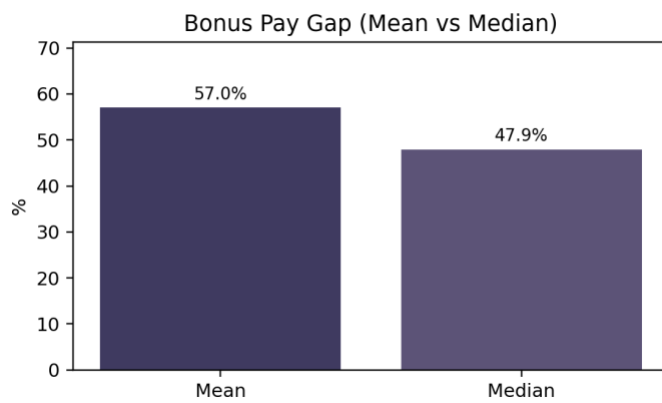
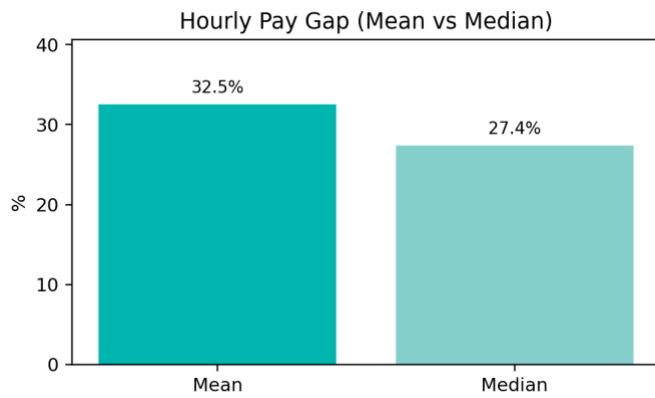
## Regulatory Context, Methodology and Governance

UK employers with 250+ staff must annually report gender pay gap data—including mean/median hourly pay, bonus gaps, bonus participation, and pay quartiles—on their website and to the government within a year of the snapshot date.

Our HR and Reward team monitor gender pay gap metrics on a regular basis and review the data and methodology, and report progress to leadership and to our Board. We will publish our next update within one year of the next snapshot date.



# Hamilton 2025 Gender Pay Gap Results





## Understanding our 2025 Gender Pay Gap Results

We monitor equal pay separately to ensure that men and women receive fair and consistent compensation for comparable roles, while also taking into account levels of experience; and we're confident that our governance controls continue to mitigate this risk. The gender pay gaps reported here are primarily driven by representation, with more women in lower-paid roles and more men in higher-paid, higher-earning positions. The hourly pay gap does not indicate a difference in pay for the same job but rather reflects role distribution across the organization.

The bonus pay gap is influenced by role mix and award distribution, with more men in senior roles resulting in a larger share of higher bonus payments for men. Bonuses include annual, completion, study, sign-on, and guaranteed payments.

Bonus participation rates exclude colleagues who joined between January and April 2025, as they are unlikely to have received a bonus as part of the annual discretionary bonus round in March 2025, unless guaranteed. Overall, the bonus gap reflects the impact of representation, eligibility, and the distribution of awards across the company.

Whilst the data presented shows a gap in pay, Hamilton is proud of the representation of women in leadership roles across the organisation, and we remain committed to ensuring fair and equitable pay across all roles.

## Our Action Plan (2025 – 2027)

Our commitment to pay equity is grounded in our core values of fairness and is reflected in our alignment with the evolving UK expectations around action plans and transparency.

### Representation & Progression

- Continued review, implementation and reporting of our talent and succession plans.
- Maintain balanced shortlists for leadership roles.

### Reward & Bonus Governance

- Review eligibility rules for comparability.
- Annual outcome testing and prompt remediation where disparities persist.

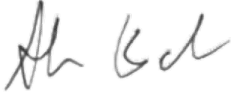
### Flexible Work & Life Stages

- Continue to offer hybrid working and reasonable adjustments as required
- Continue to offer external coaching to any employee returning to work after a period of maternity leave.



## **Statement of Accuracy**

I confirm the calculations within this report are accurate and prepared in line with the UK Government Equalities Office methodology.

Signature: 

Name: Alex Baker

Role: CEO, Hamilton Global Specialty

Date: 30th March 2026