

7IM Gender Pay Gap Report

2025



Succeeding together

7IM

Contents

Foreword from our Chief People Officer	3
About our structure	4
Where are we now?	5
How we got here	8
Our future plan	10

Foreword from our Chief People Officer

Our latest 7IM Gender Pay Gap Report shows our exceptional progress in this area, with our mean hourly gender pay gap now standing at 8%.

I am so incredibly proud of the work that goes on across the business to address gender equality in a range of areas. Challenging our thinking and the 'norm' isn't easy, but it is crucial if we're going to grow and evolve in any area.

As a business, we are committed to removing any and every barrier to success that we may have so that our colleagues can have a level playing field when it comes to career growth. Because ultimately, that is why most businesses have a gender pay gap; because they lose female talent at senior levels. It's rare that you'll find businesses paying hugely differing amounts for the same role. But what you do see is fewer women at the highest paying levels. And when you look at why this is, that's when you can change it.



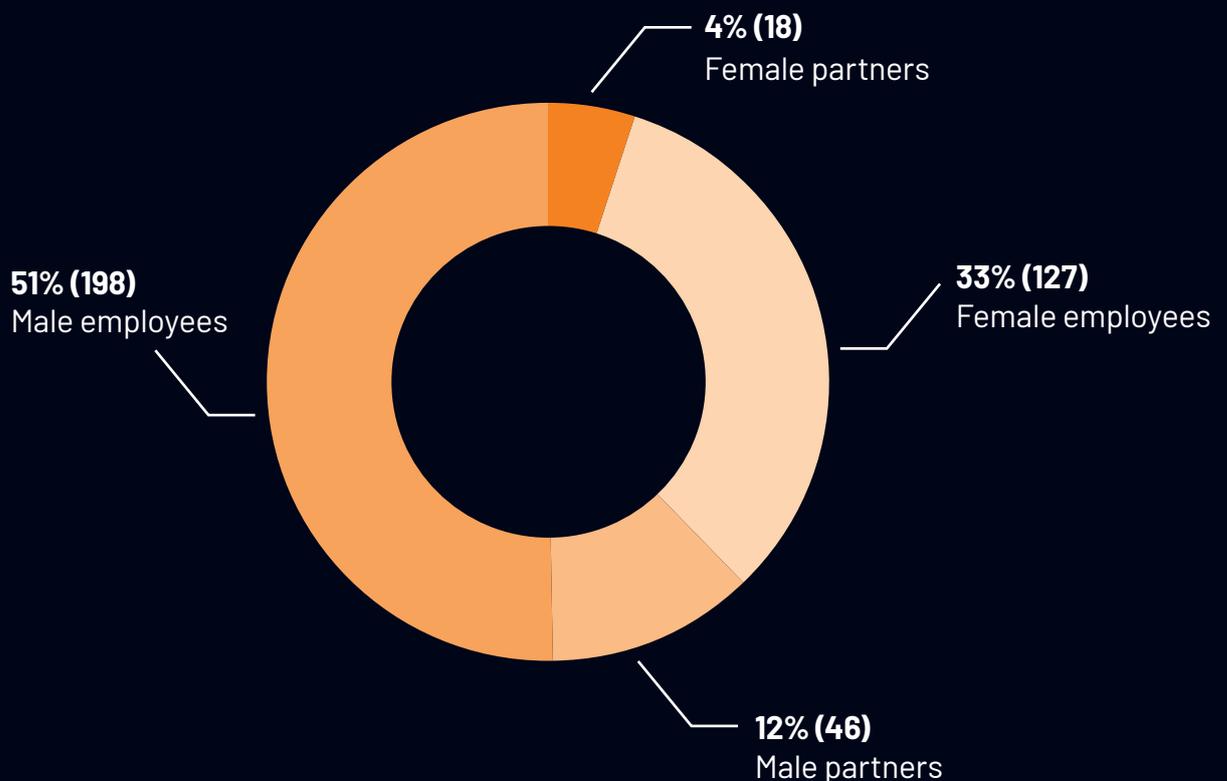
Kate Hughes
Chief People Officer

About our structure

This report highlights the difference in earnings between male and female staff within our business.

As an LLP, our business comprises self-employed partners as well as employees. To legally abide by the Gov.uk requirements, we are required to show the data for 'relevant employees' (i.e., staff with contracts of employment). However, to give a true picture of our business we have chosen to show the data for all of our team (i.e the relevant employees as well as the 7IM partners) alongside it. This information is marked throughout this report as 'Relevant Employees' and 'Full Team' respectively.

Gender split by employee/partner status



Where are we now?

Gender pay gap for hourly pay

The headline figure in line with reporting requirements for Relevant Employees is that our gender pay gap (mean hourly pay) is now 8.0%. For the Full Team this is 18.1%.

Relevant Employees

8%

Mean gender pay gap

11.3%

Median gender pay gap

Full Team

18.1%

Mean gender pay gap

15.38%

Median gender pay gap

Change over time

Mean gender pay gap for Relevant Employees over time



Gender pay gap for bonus pay

The headline figure in line with reporting requirements for Relevant Employees is that our gender bonus pay gap is now 14.8%. For the Full Team this is 38.7%.

Relevant Employees

14.8%

Mean bonus pay gap

-7.1%

Median bonus pay gap



98.1%
Women received bonus pay



96.1%
Men received bonus pay

Full Team

38.7%

Mean bonus pay gap

5.0%

Median bonus pay gap



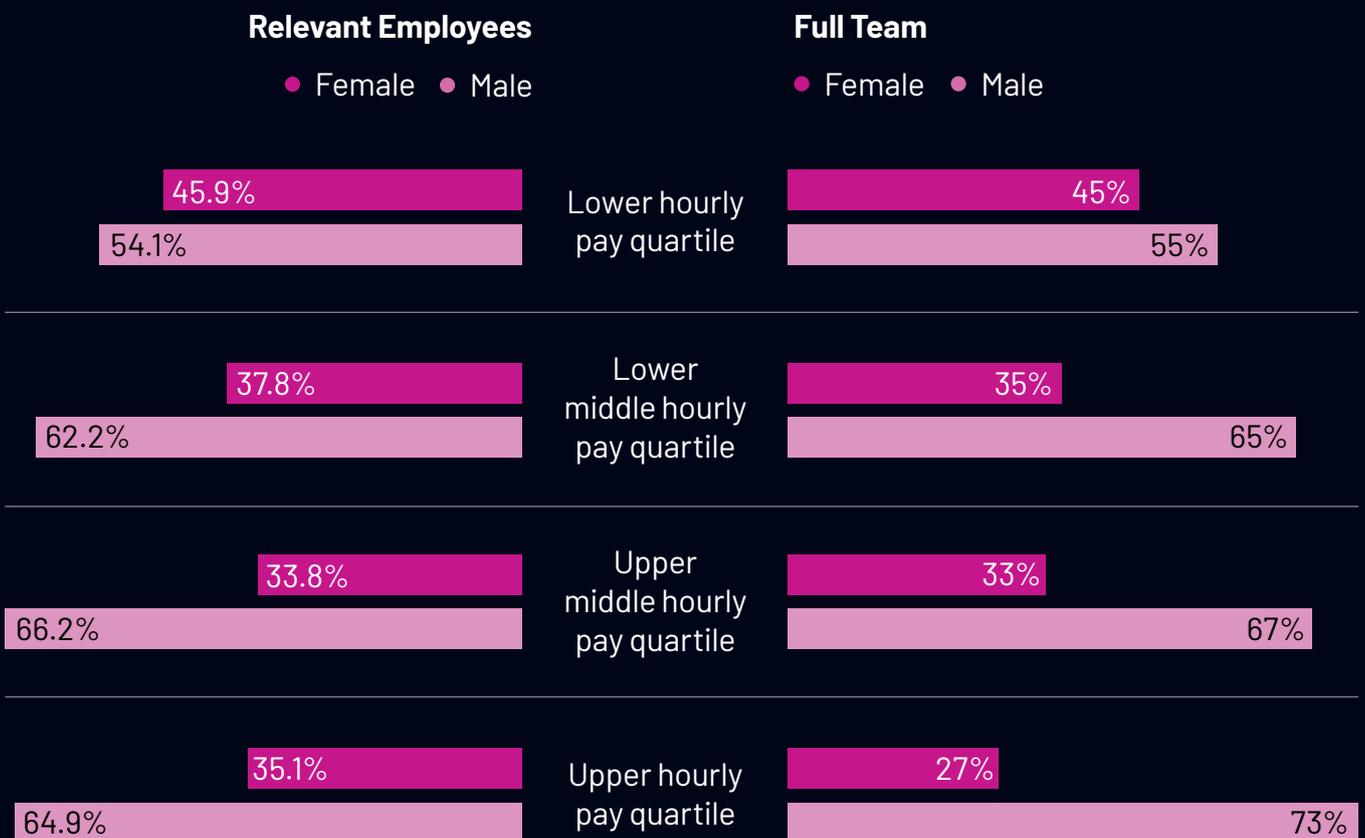
98.33%
Women received bonus pay



96.89%
Men received bonus pay

Why the difference between the Relevant Employees and Full Team figures?

The Full Team figure includes Partners of the LLP. Partners are typically the most senior members of staff, receiving the highest pay and bonuses. We know that we have an imbalance in gender at the most senior level, and men make up 73% of those in the upper hourly pay quartile which causes the difference between the two figures.



How we got here

Our Gender Equality Network, which was established in 2021, and our People & Culture team have led the way in creating and driving initiatives to reduce our gender pay gap.

These initiatives can broadly be broken down into four areas:

Policies and Practices

We recognise our responsibility as an employer to constantly review and challenge our policies and practices.

In terms of policies, over recent years we have:

- Increased maternity pay from 6 weeks to 26 weeks.
- Introduced policies on menopause, fertility treatment, as well as stillbirth and miscarriage leave.
- Enhanced paternity leave to 3 weeks.

In terms of practices, we have focused on creating a more mindful and intentional recruitment process that actively considers gender representation at each stage including:

- Trialling anonymous hiring; while it didn't lead to the outcomes we hoped for, it helped refine our approach.
- Committing to gender-balanced interview panels for key roles.
- Reviewing all job descriptions through a gender decoding tool.

Team Development

Internally, we have undertaken a range of programmes for women across the business. These have been opt-in activities covering topics from imposter syndrome and personal branding, to audiences with the CEO. The aim of these initiatives is to provide opportunities for personal growth, while making them opt-in ensures that women can take ownership of their own journey and at the pace that is right for them.

Data Focus

Regularly monitoring gender demographic data has helped us keep a constant focus on the topic. Quarterly reporting is presented to our Executive Committee and provides an opportunity for challenge and scrutiny.

Employer Brand

Our Gender Equality Network's focus is to 'attract, retain and develop talented women'. Focusing on our employer brand – both internally and externally – contributes to two of these areas attract and retain. We spotlight the women who are doing great things in our business through our own social media channels, as well as external awards and PR opportunities which directly supports their own goals and personal brand. In turn, we have seen this impact other women within the business, motivating them by seeing people who look like them succeed here. Similarly, those who interview with us for roles regularly highlight this kind of content as a reason for them choosing to apply.

All four of these areas remain a focus for us into 2025.

Our future plan

Our Gender Equality Network has a number of further initiatives within these areas which are either already live or in line for this year. These include:



Reinforcing the importance of mentoring

We know how much difference a mentor makes to people's careers. This year, with an incredibly supportive and knowledgeable team ready to help, we're relaunching our mentoring programme and personally matching people looking to develop with those who have already built those skills.



Women's Group Coaching

Led by 3 senior women within the firm, we're launching a group coaching programme. Small groups will have the chance to work on a range of topics and build their experience, while also establishing a network of their own for the future. The aim of the programme is to empower, elevate and equip women with the skills, confidence and support to drive their career forward and strengthen the pipeline for emerging leaders, ensuring we are increasing the number of females in the higher quartiles for reporting.



A women's-only work experience programme

Last year we trialled a women's-only work experience programme which had exceptional feedback and allowed us to reach a 50/50 gender balance in terms of our work experience placements. Many women who participated cited how it felt less intimidating than other options and encouraged them to speak up when they previously wouldn't have done. The programme was designed to address one of the biggest barriers to long-term representation - the lack of women entering financial services early in their careers. By giving young women direct exposure to the industry, alongside role models and mentors, we hope to break down misconceptions, build confidence, and actively grow the future pipeline of female talent.



Learn more about our Gender Equality Network and our Diversity, Inclusion & Belonging programme on our website at **7im.co.uk**

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