

# 2024 UK Gender Pay Gap Report for Columbia Threadneedle Investments

---

**This Gender Pay Gap Report represents our two largest UK employing entities, Threadneedle Management Services Limited and Columbia Threadneedle (Services) Limited. To improve transparency, this year we are voluntarily presenting a combined pay gap for those two entities, in addition to the data for each entity individually.**

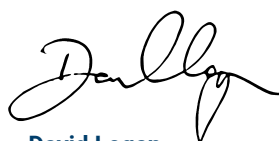
Our employees serve as the cornerstone on which we build successful outcomes for our clients and other stakeholders. We strive to be a values-led organisation that attracts, nurtures, engages and retains top talent.

Creating an inclusive environment that values ideas and diverse perspectives means we can better generate our best investment thinking and business results, as well as ensuring we represent our client base and wider society.

We continue to make progress on our gender pay gap over time, with some variation year on year across the different metrics. A key driver of our gender pay gap continues to be the under representation of women at senior levels of the organisation, as well as a high number of women relative to men in lower-paid roles. We remain committed to achieving increased representation of women, especially in leadership positions, a commitment echoed in our Women in Finance Charter targets, and we will continue to take action, including:

- Monitoring and evolving our recruitment practices from early careers opportunities through to senior hires by aiming for balanced shortlists and creating inclusive job descriptions.
- Working across our firm to embed inclusive talent practices and programmes and help all our people achieve their potential. This includes providing targeted professional development for women in our organisation.
- Supporting and working with Girls Are Investors (GAIN), a charity with a mission to improve gender diversity in investment management, to develop a strong pipeline of talent at the entry-level.
- Continuing to evolve our inclusive culture by working with our Women's Interest Network to understand our employees' needs.

I confirm the data reported is accurate.



**David Logan**



Head of EMEA and Global Business Operations  
Columbia Threadneedle Investments

## Gender pay and bonus gap

There are two employing entities within our organisation with a statutory obligation to report individually, **Threadneedle Management Services Limited** and **Columbia Threadneedle (Services) Limited**, and pay data is shown below for each alongside data from the last year of reporting. In addition, we are also voluntarily presenting a combined pay gap for both entities this year. The gender pay gap shows the difference in average pay between women and men. This is different to equal pay that is women and men receiving the same pay for work of equal value.

This year our pay and bonus gaps have improved for both entities. We are committed to increasing the representation of women in senior roles which will support the reduction of the pay gap and ensure that the proportion of men and women in each pay quartile is more balanced. We share more information on our approach to inclusion on our [website](#).

### Columbia Threadneedle Investments combined pay and bonus gap (April 2024)

		2024	
Pay Gap		Mean	Median
	Women's hourly rate is	<b>26.3%</b> less	<b>25.6%</b> less
	Women's bonus pay is	<b>66.0%</b> less	<b>55.6%</b> less

		2024	
Bonus Gap		Women	Men
Proportion of staff receiving bonus		<b>93.2%</b>	<b>93.3%</b>

		2024	
Proportion of men and women in each pay quartile		Women	Men
Upper quartile		<b>28%</b>	<b>72%</b>
Upper middle quartile		<b>33%</b>	<b>67%</b>
Lower middle quartile		<b>43%</b>	<b>57%</b>
Lower quartile		<b>63%</b>	<b>37%</b>

## Threadneedle Management Services Limited pay and bonus gap (April 2024)

Pay Gap	2024		2023	
	Mean	Median	Mean	Median
Women's hourly rate is:	<b>26.9%</b> less	<b>27.1%</b> less	<b>28.6%</b> less	<b>27.5%</b> less
Women's bonus pay is:	<b>62.5%</b> less	<b>58.1%</b> less	<b>67.4%</b> less	<b>59.5%</b> less

Proportion of staff receiving bonus	2024		2023	
	Women	Men	Women	Men
	<b>93.7%</b>	<b>93.9%</b>	<b>90.2%</b>	<b>94.0%</b>

Proportion of men and women in each pay quartile	2024		2023	
	Women	Men	Women	Men
Upper quartile	<b>28%</b>	<b>72%</b>	<b>27%</b>	<b>73%</b>
Upper middle quartile	<b>34%</b>	<b>66%</b>	<b>35%</b>	<b>65%</b>
Lower middle quartile	<b>42%</b>	<b>58%</b>	<b>40%</b>	<b>60%</b>
Lower quartile	<b>64%</b>	<b>36%</b>	<b>66%</b>	<b>34%</b>

## Columbia Threadneedle (Services) Limited pay and bonus gap (April 2024)

Pay Gap	2024		2023	
	Mean	Median	Mean	Median
Women's hourly rate is:	<b>25.1%</b> less	<b>23.1%</b> less	<b>27.7%</b> less	<b>24.0%</b> less
Women's bonus pay is:	<b>70.4%</b> less	<b>49.8%</b> less	<b>71.1%</b> less	<b>58.1%</b> less

Proportion of staff receiving bonus	2024		2023	
	Women	Men	Women	Men
	<b>92.4%</b>	<b>92.1%</b>	<b>92.1%</b>	<b>94.5%</b>

Proportion of men and women in each pay quartile	2024		2023	
	Women	Men	Women	Men
Upper quartile	<b>31%</b>	<b>69%</b>	<b>27%</b>	<b>73%</b>
Upper middle quartile	<b>31%</b>	<b>69%</b>	<b>38%</b>	<b>62%</b>
Lower middle quartile	<b>50%</b>	<b>50%</b>	<b>50%</b>	<b>50%</b>
Lower quartile	<b>60%</b>	<b>40%</b>	<b>67%</b>	<b>33%</b>

## The pay and bonus gap tables are based upon:

- The **hourly rate** is calculated using ordinary and bonus pay paid in the month of 5 April 2024.
- The **bonus pay** is calculated using bonus pay paid in the 12-month period to 5 April 2024.
- The **median gender pay gap** figure compares the pay of the man and woman who are at the mid-points of the hourly or bonus pay for each group, ranked from smallest to largest.
- The **mean gender pay gap** figure is produced by dividing the total hourly or bonus pay by the number of employees in each group.

### Notes

This report is published by Columbia Threadneedle Investments and represents our two largest UK employing entities, Threadneedle Management Services Limited and Columbia Threadneedle (Services) Limited. The combined pay gap presented does not include employing entities within our organisation who do not have an obligation to report Gender Pay Gap information.

For more on gender pay gap reporting see the UK Government website: <https://gender-pay-gap.service.gov.uk/>

To find out more visit [columbiathreadneedle.com](https://columbiathreadneedle.com)

