

CVC

Gender Pay Gap Results 2024

CVC Advisers Limited

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This is the first year CVC Advisers Limited (“CVC”) have met the UK employee threshold required for reporting our gender pay gap statistics. We are committed to providing an open and inclusive work environment for all, and we value the richness of diverse perspectives and experiences.

Hourly Pay Gap

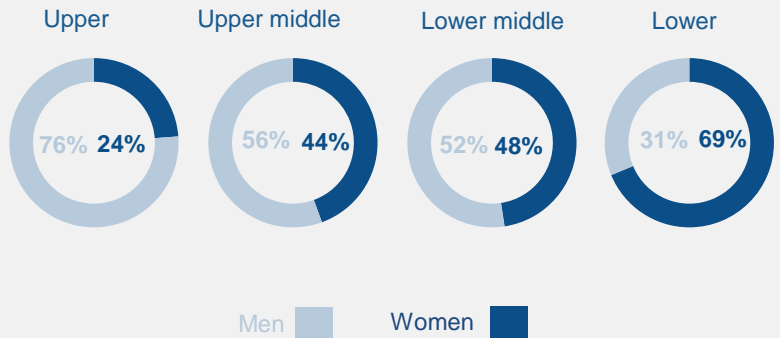
The percentage difference between the mean and median earnings for men and women, expressed relative to men’s earnings.

Hourly pay comprises salary and allowances paid in April 2024.



Proportion of men and women in each hourly pay quartile:

This is calculated from a ranked list of hourly pay for all employees. The list is divided into four equal groups (i.e. quartiles) and the percentage of men and women in each quartile is shown.



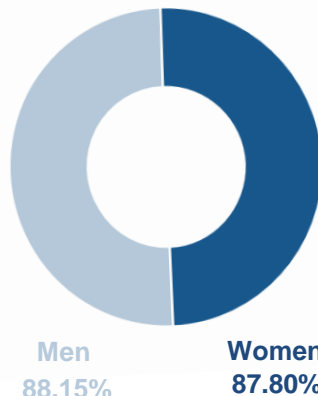
Bonus Pay Gap

The percentage difference between the mean and median bonus pay for men and women, expressed relative to men’s bonus pay for the 12-month period prior to April 2024.



Proportion of men and women receiving a bonus:

This is the proportion of men and women who received a bonus in the 12 months prior to April 2024, expressed as a percentage of all male or female employees.



Closing the Gap

CVC continues to hold its long-term commitment to increase gender diversity and create an inclusive environment. We have set two new gender ambitions to increase women representation. We will achieve this through four primary initiatives: recruiting and hiring, retention and inclusion, development and leadership accountability.

2030 ambitions

40% group-wide women representation

30% senior management women representation

Recruiting and Hiring



We will enhance certain approaches to our recruiting process to ensure that a diverse set of candidates are considered, especially at senior levels. Currently, CVC works with various recruitment partners and organisations including Sponsors for Educational Opportunity, 10,000 Black Interns and Out Investors to find best candidates from wide-ranging backgrounds and industries. In the future, we will be including additional partners who have a broader reach into diverse talent pools. We will train managers to be aware of unconscious bias and encourage competency-based interviewing to mitigate potential bias in the hiring process.

Retention and Inclusion



We have established Women and Pride Networks which are run by employees and allies across the firm. They offer various awareness initiatives to create an inclusive culture. We will be launching a third employee resource group – a Multi-cultural Network.

We offer employees a wide range of employment benefits - family care, family planning and parental leave, including six months paid leave for primary care givers; full year bonus eligibility for employees on parental leave; parental coaching pre- and post-leave, as well as access to emergency care support for children, adults, and elders.

Development



We are committed to identifying and developing top talent to accelerate their growth and achieve their career goals as well as ensuring leaders are setting them up for success. We will roll-out a structured mentoring initiative this year for high-potential female talent at the Director level and an Inclusive Leadership training for all managers across the firm.

Leadership Accountability



We have a Global Diversity, Equity and Inclusion Committee, which was founded in 2016. This has been recently refreshed - made up of Partners across the CVC network to drive our 2030 ambitions and actively sponsor various Talent and Diversity, Equity and Inclusion initiatives.