

2024 Gender Pay Gap Report

Since we started in Jersey in 2001, the Aztec Group has grown rapidly. We now employ over 2,000 employees across six jurisdictions, including over 500 in the UK. Having reached the threshold for UK gender pay reporting in 2023 this is our second annual report.

Given so much of our growth and success has been thanks to the strength, talent and diversity of our teams, we are proud to report on this important data and the steps we are taking to make sure Aztec continues to be a fair and inclusive workplace.

Our Commitment to Fairness and Inclusion

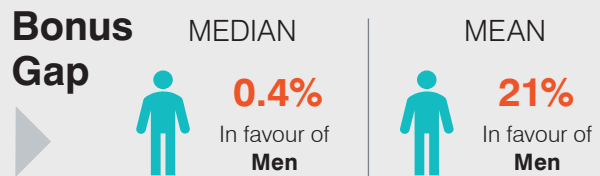
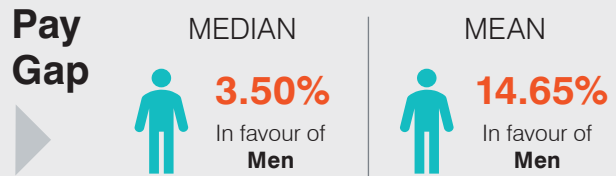
We are a business guided by our values and principles, including our principles on how we reward our people. These include our ambition to offer long-term career opportunities and to support and nurture our people's career aspirations; we recognise every individual's as well as collective contribution to the Group success, and at Aztec fairness and consistency are an important foundation when we shape reward practices. A desire to create a diverse, equitable and inclusive environment sits at the heart of these and indeed all our reward principles.

Looking ahead

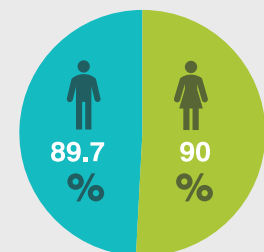
Our 2024 results represent a snapshot of our business, at a point in time, as required by the Gender Pay Gap reporting requirements. While we can be proud of achieving median results close to zero, we recognise the drivers behind the mean pay gaps and are actively addressing them. We've been working on a series of focused initiatives, designed to increase access to career advancement opportunities, foster mentorship and sponsorship, and promote an inclusive culture across our global offices.

Beyond the figures, we are focussed on enabling brighter futures by creating an environment for people to thrive. This commitment, underpinned by one of our core values of 'care', highlights the importance and emphasis we put on creating a supportive and inclusive workplace. We take great pride in the culture every one of our people helps create, and a critical part of that culture lies in making sure each one of our colleagues feels included and that they belong.

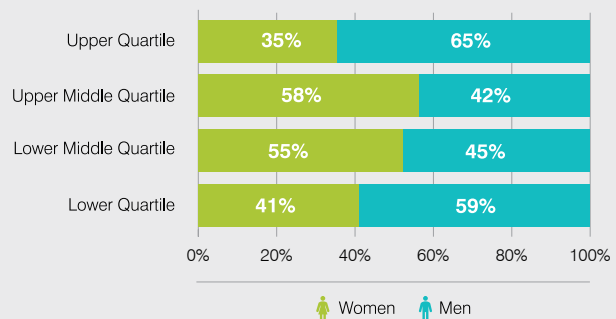
Our Gender Pay Gap Statistics



Bonus Recipients



Percentage of Women in Each Quarter



Snapshot date: 5 April 2024



Jane Hanson
Chief People Officer
Aztec Group

Declaration: We confirm that the information and data reported is accurate and in accordance with the Equity Act 2010 (Gender Pay Gap Information) Regulations 2017.