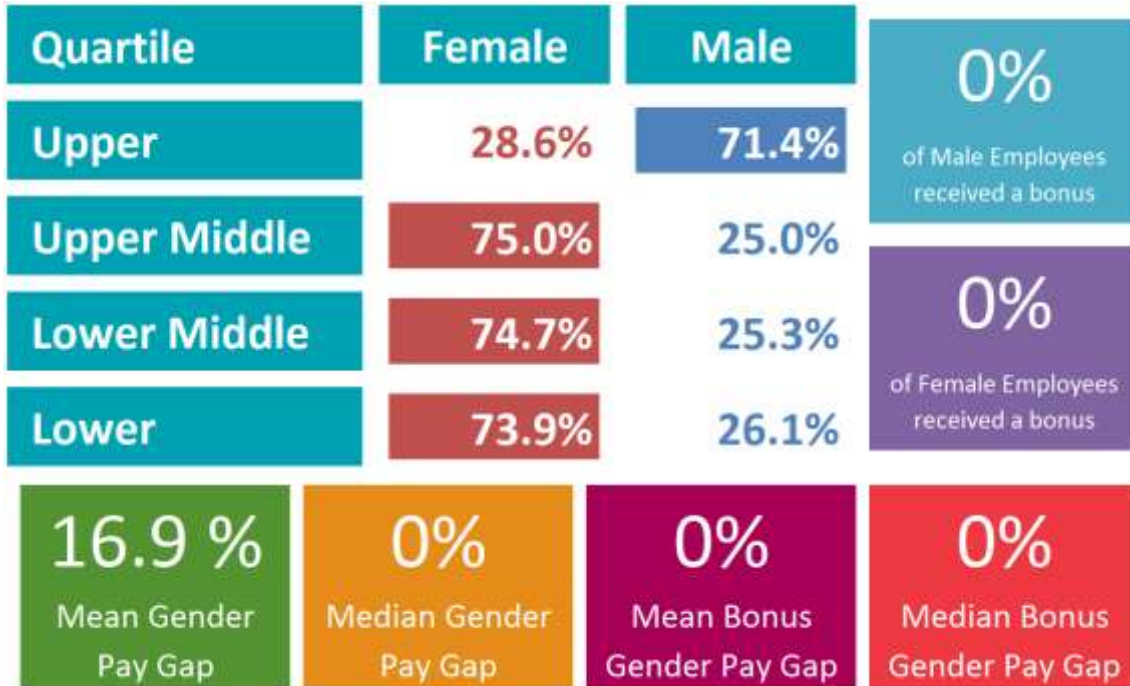


Gender Pay Gap Report 2017



In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are delighted to publish our annual gender pay gap report, based on the snapshot date of 5 April 2017.

Gender Pay Gap Snapshot Key Figures



Supporting Statement

At JMP Wilcox, we have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work - this is something that we do not do.

We adhere to the principle of equal opportunities and equal treatment for all employees. Our gender pay gap is driven by the fact that 71% of employees in the top quartile are men.

Our gender pay gap compares favourably with that of other organisations. The latest ONS Survey for Hours and Earnings for April 2017 showed a mean gender pay gap of 17.4% and a median gender pay gap of 18.4% compared to our median figure of 0% and mean figure of 16.9%. We are proud that our median gender pay gap is 0%.

Richard Robinson
CEO JMP Wilcox & Company Limited