

Winton Statement on Gender Pay

Winton Capital Management Limited ('Winton') is a global investment management and data science firm. The following tables set out Winton's gender pay gap disclosures in accordance with section 2(1) of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The disclosures are based on data as at 5 April 2018.

Winton, whose business uses computing technology to apply statistical methods to the field of investing, aims to help clients meet their financial goals by building intelligent, long-term investment systems. Accordingly, Winton's most senior research, technology and investment management personnel come from science, technology, engineering and mathematics ('STEM') academic and professional backgrounds. Proportionately low engagement by women in STEM subjects has created a predominantly male talent pool in STEM subjects and Winton's gender pay data reflects this disparity.

Winton is committed to equal pay for equal work. It is also committed to promoting equality of opportunity in its business, and to supporting female engagement in STEM subjects generally. Winton supports a number of external initiatives, including the Conference for Undergraduate Women in Physics UK.

Table 1: Hourly wage and bonus pay across Winton

Positive figures indicate male employees receiving more than female employees.

Hourly pay	Mean	17.6%
	Median	22.6%
Total bonus pay	Mean	40.5%
	Median	37.7%
Total % of males receiving bonus pay		86%
Total % of females receiving bonus pay		92%

Table 2: The proportion of female and male employees in each hourly wage band

	Male	Female
Quartile 1 (highest hourly pay band)	76%	24%
Quartile 2	91%	9%
Quartile 3	75%	25%
Quartile 4	59%	41%

David Harding
 Founder, Chief Executive Officer and Co-Chief Investment Officer
Winton Capital Management Limited
 April 2019