

UK Gender Pay Gap Report 2022



Contents

The gender pay gap legislation	2
The difference between the gender pay gap and equal pay	2
Our commitment to diversity	3
Closing the gap	4
Our data	5

I confirm the gender pay gap data contained in this report is accurate.



Julia McNeill
Chief People Officer

The gender pay gap legislation

All employers in the UK with 250 or more employees are required to annually report on the gender pay gap of their UK employees. The data in this report is based on Iress' 678 UK employees as of 4 April 2022.

The information that must be reported is:

- The mean and median hourly gender pay gap
- The annual bonus gap, including the difference between the proportion of men and women receiving bonuses
- The proportion of men and women in each of the employer's lower, lower middle, upper middle and upper quartile pay bands

The difference between the gender pay gap and equal pay

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a percentage of men's earnings.

Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. According to the legislation set out in the Equality Act 2010, Iress verifies it does not have any equal pay issues.

Our commitment to diversity

At Iress, our people are our greatest asset, and we recognise and respect that each person is unique. We also acknowledge that diversity makes us stronger. By promoting a breadth of ideas, experience and talent, we can create a successful, stimulating and innovative workplace.

Our global commitment to diversity is simple - we want to create and maintain a workplace where all our people can achieve their best, regardless of individual differences.

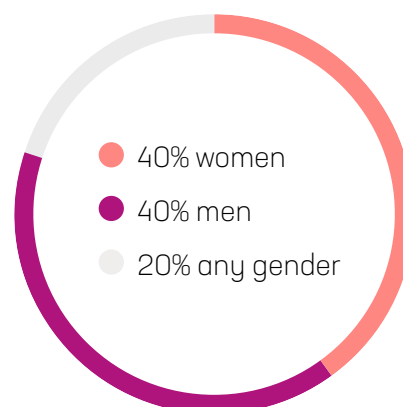
We have key business priorities that focus on diversity and inclusion. We expect all our people to understand the importance of these priorities and, where possible, contribute to their achievement. All people have undertaken inclusion training and all leaders are expected to recognise and challenge unconscious bias.

We have global gender diversity measurable objectives set and agreed by our Board. Our current gender diversity objectives are based around:

- Improving our female representation and broadening the diversity focus
- Targeting 40% female candidate representation for leadership roles, 45% female candidate representation for all roles and 50% for new graduate and apprentice roles
- Establishing a global Diversity, Equity and Inclusion Council representative of all diversity groups and occupational levels within Iress
- Ensuring there continues to be no gender bias in how we remunerate
- Delivering Diversity, Equity and Inclusion Foundation Training to all people to promote a greater common understanding and awareness of what inclusion really is and how it can benefit an organisation, teams, leaders and employees
- Being a leader in diversity and inclusion, with an active commitment to gender equality

40:40 vision

Our focus on improving the gender workforce composition globally includes participation in the 40:40 vision for representation at Board, leadership team, and senior leadership levels by 2030.



Closing the gap

On the snapshot date of 4 April 2022, our mean gender pay gap was 8.9% and median gender pay gap was 9.8%.

Actions taken, and which continue to be a focus in reducing the gender pay gap, include:

- An annual role-by-role remuneration review to sustain role gender remuneration parity
- Maintaining our standardised selection process to negate and remove any conscious or subconscious bias
- Ensuring our internal application and promotion processes continue to provide equal access to career progression for all
- An approach to working flexibly that supports individual development, progression and wellbeing
- Industry-leading leave policies, which include shared parental leave, a phased return to work from primary carer leave and starting school leave
- The extension of our Long Weekend initiative, which supports well-being, flexibility and performance - all employees can enjoy taking a Friday or Monday off work eight times a year with no impact on leave balances or pay
- Our commitment to seeing gender balance at all levels across financial services firms as a signatory of the UK Government's Women in Finance Charter and the Tech Talent Charter, and an endorsed employer of Work180

Our data

Mean and median gender pay gap

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people in scope.

The median gender pay gap shows the difference in the midpoints of the range of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

Mean	Median
8.9%	9.8%

Mean and median gender bonus gap

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay (including cash and shares) received by men and women.

Mean	Median
11.1%	0%

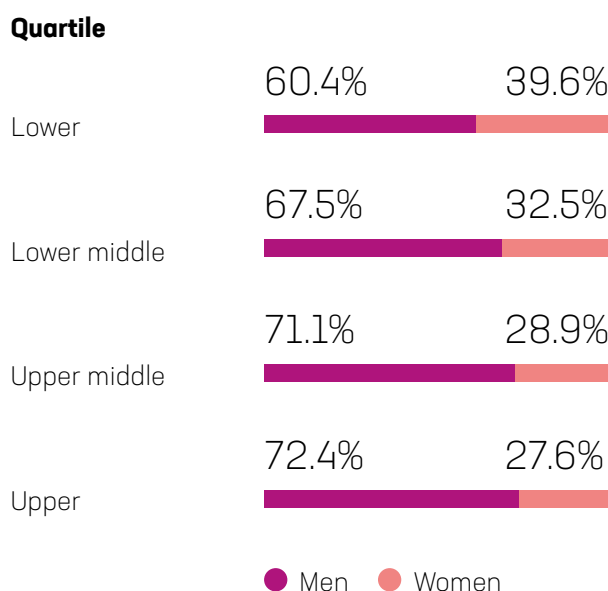
Proportion of men and women receiving a bonus

This is the percentage of men and women who received bonus pay (cash and/or shares) in the 12 months leading up to the snapshot date of 4 April 2022.

Men	Women
94.1%	88.9%

Proportion of men and women by pay quartile

This is the percentage of men and women in the quartile pay bands



“

When women achieve financial security, their lives, prospects and opportunities improve - as do those of their families and communities. We are committed to closing the gap through a number of initiatives promoting gender and intersectional equity at Iress.”

Julia McNeill - Chief People Officer

