



UK Gender Pay Gap Report 2017

Delivering outcomes today, developing for tomorrow and designing for the future.

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The gender pay gap legislation

Changes introduced by the UK Government to the UK Equality Act (The Equality Act 2010 Regulations 2017) require all private sector employers in the UK, with 250 or more employees, to report on the gender pay gap of their UK employees.

All employers must first report on their gender gap information by the end of March 2018 based on data at 5 April 2017. 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 male and female employees in each of the employer's lower, lower middle, upper middle and upper quartile pay bands

The gender pay gap and equal pay, what's the difference?

The gender pay gap is a measure of the difference between men 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.

IRESS' gender pay gap information is provided on pages 4-6 of this report. In terms equal pay, and the legislation set out in the Equality Act 2010, we are confident we do not have any issues that reflect gender bias.

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Our gender pay gap information

Consistent with the wider technology sector in which we operate, we recognise women are under-represented within IRESS, particularly at the more senior levels and we know we must be proactive in addressing the gaps that exist.

We are committed to reducing the gaps in ways that are sustainable and suitable for us as a business and for the people that we have working for us now and those we attract in the future. We encourage and support all our people to be their best and to contribute to our success; and we ensure everyone is rewarded fairly for the work they do and that they enjoy the same opportunities for growth and career development.

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Key data ¹⁻³

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



Julia McNeill
Group Executive, People@IRESS

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

15.1%

UK National
17.4% *

UK Technology sector
19.6% *

Median

16.8%

UK National
18.4% *

UK Technology sector
20.5% *

* These figures are taken from the 2017 Annual Survey of Hours and Earnings, Office for National Statistics.

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Key data²⁻³

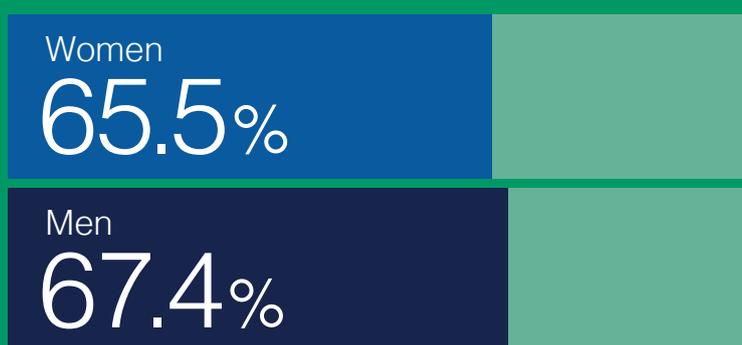
Mean and median gender bonus gap

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 received by men and women



Proportion of males and females receiving a bonus

This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5 April 2017



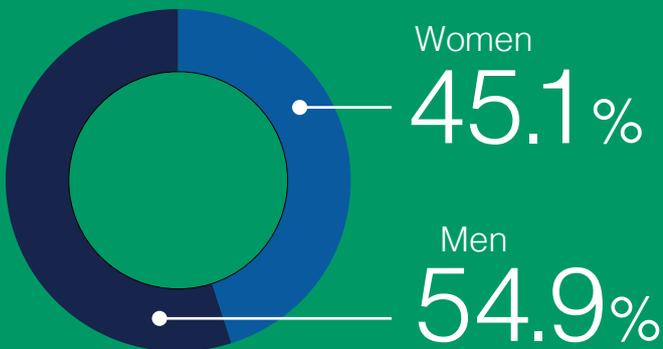
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Key data³⁻³

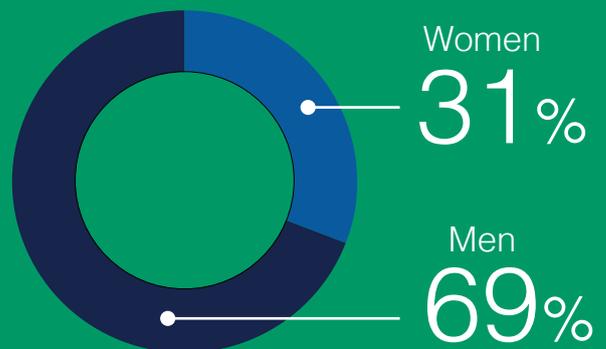
Proportion of males and females by pay quartile

This is the percentage of male and females in the four quartile pay bands

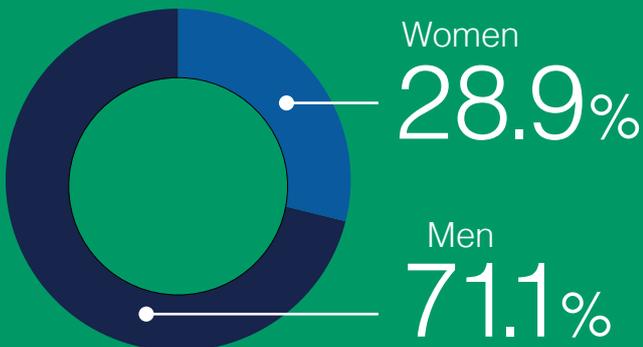
Lower Quartile



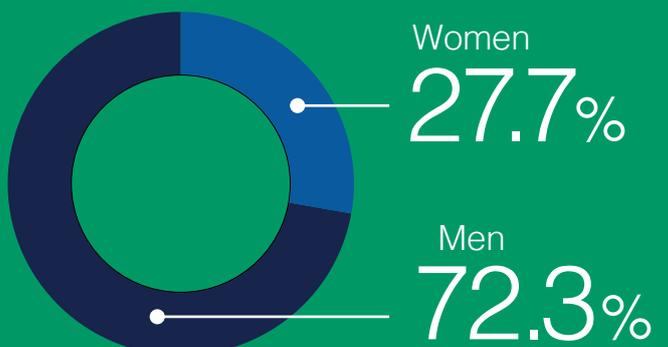
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



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What are we doing to close the gap?

As a global business, we celebrate our diversity; the experience, attitude and background of our people is a strength that underpins our success. Having an understanding of different cultures and attitudes, supported by our shared values, lets us embrace different perspectives that increase our ability to listen, learn, create and innovate.

In our 2017 People Survey, 86% of UK people (and 85% globally) told us they believe IRESS values diversity and 85% of people in the UK (and the same figure globally) said their people leader genuinely supports equality and inclusion for all. 79% of UK employees (and 79% globally) also told us they have the flexibility they need to manage their work so they have a good work/life balance.

This feedback from our people recognises we are supporting diversity in our workplace including through our established flexible working practices, diversity and inclusion training, engagement with local STEM programmes, recruitment and selection processes and graduate programmes. We continue to provide additional flexibility for our people to manage their personal commitments around their work. Flexible working options are at the core of our initiatives to support our people generally and women specifically.

The enhancements we introduced in November 2017 to our leave policies are a great example of this - increased parental leave, and greater flexibility to support primary carers when they return from parental leave and/or when a child starts primary school were just some of the enhanced elements.

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A word from our people

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“When we recruit new talent, we make decisions based on who has the appropriate skills, experience and attitude; we don’t simply look for carbon copies of current employees.”

Jacqueline Boxall - Head of Product



“We are all trusted and empowered within our roles but we know that the support, encouragement and development is there when needed.”

John Tonks - Head of Development, Sourcing



“The opportunity to work with highly talented minds and the friendly environment makes IRESS a great place to work.”

Shweta Dattukumar - Junior Developer



“Every single one of us has a ‘licence to change’. If we identify something that could be done better, we have the ability and support to do something about it.”

Michael Oliver - Test Team Lead