



UK Gender Pay Gap Report 2018

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

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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 the IRESS UK employee population at 5 April 2018.

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.

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What's the difference between the gender pay gap and equal pay?

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. According to the legislation set out in the Equality Act 2010, IRESS is confident it does not have any equal pay issues.

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Strength in diversity

As a global business, we consider the diversity of our people as a sign of strength. The differing cultures, attitudes and backgrounds of our people, underpinned by our shared values, enable us to embrace diverse perspectives that increase our ability to listen, learn, create and innovate.

We do, however, acknowledge the challenges that exist with female representation in the technology and financial services sectors in which we operate, and are committed to making a difference. Gender diversity and inclusion is a strategic business priority for us and we focus on initiatives that address the underlying causes of inequality and improve the attractiveness of technology careers for females.

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Closing the gap

In the 12 months since the publication of our first gender pay report, we have seen our mean gender pay gap reduce from 15.14% to 14.76% and our median gender pay gap reduce from 16.81% to 14.78%.

During the year some of the specific actions we took included:

- Transitioning to a new globally consistent remuneration model.
- Improving the flexibility of our industry leading leave policies so they more effectively support our people when they require parental leave. This includes our starting school leave, which offers up to 8.5 days leave to assist when a child begins primary school. Fifteen of our UK team used the starting school leave benefit in September 2018.
- Confirming our commitment to seeing gender balance at all levels across financial services firms by signing up to the UK Government's Women in Finance Charter.
- Delivering unconscious bias training to recruiting managers.
- Continuing to ensure meaningful development opportunities and support networks are accessible to women including representation on IRESS leadership programmes and support for "Lean In" circles.
- Reviewing all recruitment advertising to ensure it is gender neutral.
- Being recognised as an Employer of Choice for Gender Equality by the Australian Government's Workplace Gender Equality Agency (WGEA). While the award recognises Australian employers, the evidence we provided was based on initiatives and activities that are in place across IRESS' global business.

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Our data

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.

Mean
14.76%

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.

Median
14.78%

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Our data

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 men and women 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 2018.



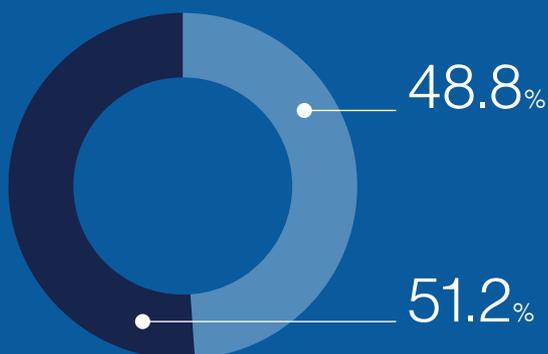
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Our data

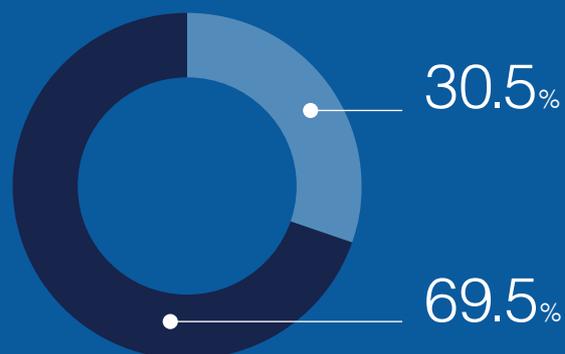
Proportion of men and women by pay quartile

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

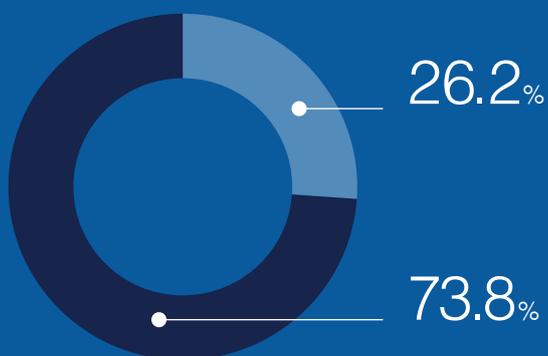
Lower Quartile



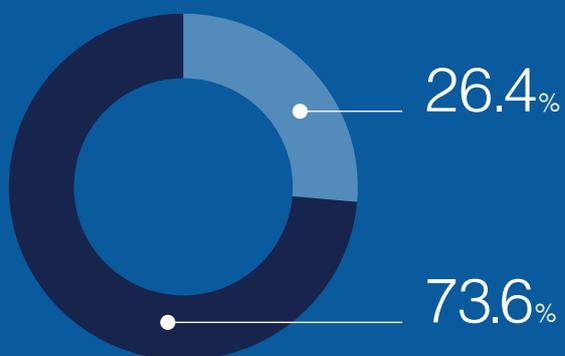
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Key:  Men  Women

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A word from our people



“I genuinely love working at IRESS. I love the people, the culture and the work. My job is challenging but that's half the fun; I'm always learning and developing my skills.”

Hollie Dinwoodie - Business Intelligence Developer



“When our twins were born last year, I was able to take up to six weeks leave to support my family and be at home in the early days of being a parent. I am extremely grateful to IRESS for this.”

James Slevin - Business Development Manager



“The flexibility IRESS provides is massively important to me and my family. As a mum of two, it's great to be able to adjust my hours so that I can be there to pick my children up from the school gates and go to their assemblies.”

Fleur Adams - Delivery Team Lead



“Effective teamwork, tenacity and a sense of humour are all extremely important at IRESS. Flexibility is also key and I have a healthy work-life balance that helps me work effectively and productively.”

Michael Bird - UK Network Lead



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