

# UK Gender Pay Gap Report 2023



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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' 569 UK employees as of 4 April 2023.

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### **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 is confident 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.

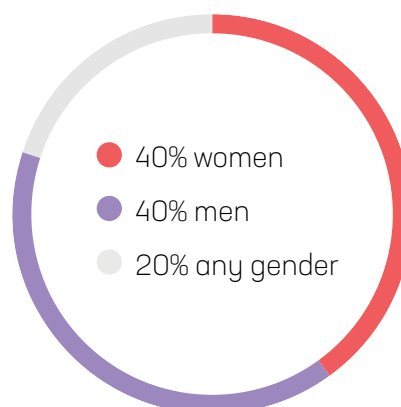
We have key business priorities that focus on diversity and inclusion. We expect all our people to understand the importance of these priorities and, where possible, contribute to their achievement. All people have undertaken inclusion training and all leaders are expected to recognise and challenge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

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

- Increasing overall female representation at Iress to 40% by December 2024
- Targeting 45% of female representation of candidates to be interviewed for all roles, and 50% female representation of hires in new talent programs
- Establishing a 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

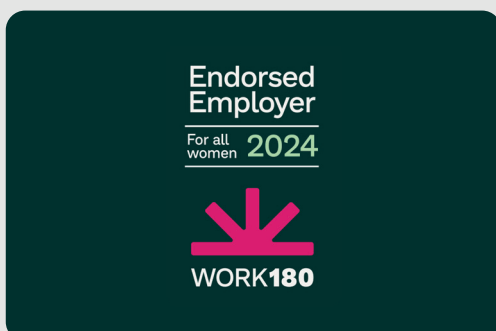
On the snapshot date of 4 April 2023, Iress' mean gender pay gap was 8.7% and the median gender pay gap was 14.6%.

## Actions taken, and which continue to be a focus, 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
- A balanced approach to where we work - three days in the office with the option to work in the office or remotely on the other two days
- Industry-leading leave policies, which include shared parental leave, a phased return to work from maternity leave and starting school leave
- Continuing our Long Weekend initiative approach to 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.

## A global leader in gender equality

Iress has been celebrated as a global leader in gender equality, being named in Work180's Top 101 Employers for Women.



Work180's recognition is based on a diversity, equity and inclusion assessment of 10 Key Standards that drive gender equality in the workplace, covering: flexible working arrangements; shared caring responsibility; inclusive and anti-discriminatory culture; career development; representative leadership; pay equity; inclusive hiring practices; employee support and safety services; employee voice and employee resource groups; and strategic commitments.

# 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
8.7%	14.6%

## 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 (cash and/or shares) received by men and women.

Mean	Median
-12.7%	0%

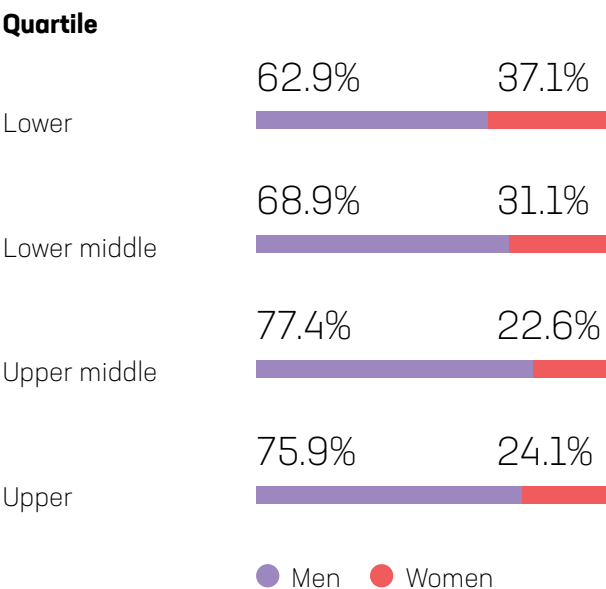
## Proportion of men and women receiving a bonus

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 2023.

Men	Women
25%	28%

## Proportion of men and women by pay quartile

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



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Our commitment to diversity, equity and inclusion is fundamental to the way we work at Iress. It creates a sense of belonging for every individual to feel welcomed, valued and included.”

**Julia McNeill** - Chief People Officer

