



2021 Gender Pay Gap Disclosure

We are pleased to report that EQ Group's Gender Pay Gap has narrowed since 2020; our Group median pay gap has closed by 0.54% to 25.97%, and our mean pay gap by 0.99% to 27.83%.

We remain committed to creating together an inclusive working environment in which every employee can fulfil their potential and maximise their contribution, supported by our Gender Pay Gap commitments set out in this report. We firmly believe that the EQ Group voluntary pay gap disclosure, comprising of consolidated data for all UK employees working for Equiniti Group Companies, is the most representative picture of our organisation. Our statutory disclosures, as reported on the government Gender Pay Gap portal, are also included at the end of this report.

Our Commitment

01 Recruitment & Selection:

We're committing to extending our use of skilled base assessments & structured interviews across the globe to reduce bias. We've also reviewed our diversity training and made our unconscious bias training mandatory for leaders.

02 Design for the future:

COVID has given us the opportunity to re-design the way that we work. We will continue to embed flexible working across the Group, role modelled by senior leaders.

03 Our Networks:

We're introducing EQ Alumnis, a new network designed to maintain connections with those who have left EQ on career breaks and support them with new opportunities should they wish to return. 2021 also saw the launch of EQ mentors – we've already trained 80 mentors who are providing structured career guidance to mentees across the Group, 66% of whom are female.



EQ Group UK – Voluntary Disclosure

Mean Gender Pay Gap:

27.83%

Median Gender Pay Gap:

25.97%



Proportion of male employees receiving a bonus:

19.41%

Mean Gender Bonus Gap:

28.10%

Median Gender Bonus Gap:

24.78%



Proportion of female employees receiving a bonus:

21.28%

Quartile	Male	Female	Description
A	40.58% (349)	59.42% (511)	Includes all employees whose standard hourly pay places them at or below the lower quartile.
B	42.09% (362)	57.91% (498)	Includes all employees whose standard hourly pay places them above the lower quartile but at or below the median.
C	53.26% (458)	46.74% (402)	Includes all employees whose standard hourly pay places them above the median but at or below the upper quartile.
D	70.43% (605)	29.57% (254)	Includes all employees whose standard hourly pay places them above the upper quartile.

Statutory Disclosures

Equiniti Limited

Mean Gender
Pay Gap:
32.87%



Proportion of male employees
receiving a bonus:
12.82%



Proportion of female
employees receiving a bonus:
7.14%

Median Gender
Pay Gap:
29.00%

Mean Gender
Bonus Gap:
69.04%

Median Gender
Bonus Gap:
50.98%

Quartile	Male	Female
Lower	39.32% (81)	60.68% (125)
Lower Middle	38.35% (79)	61.65% (127)
Upper Middle	57.00% (118)	43.00% (89)
Upper	73.30% (151)	26.70% (55)

Equiniti Services Limited

Mean Gender
Pay Gap:
28.01%



Proportion of male employees
receiving a bonus:
8.53%



Proportion of female
employees receiving a bonus:
10.16%

Median Gender
Pay Gap:
30.29%

Mean Gender
Bonus Gap:
45.15%

Median Gender
Bonus Gap:
3.85%

Quartile	Male	Female
Lower	38.95% (141)	61.05% (221)
Lower Middle	48.90% (177)	51.10% (185)
Upper Middle	57.85% (210)	42.15% (153)
Upper	70.44% (255)	29.56% (107)

Paymaster (1836) Limited

Mean Gender
Pay Gap:
17.69%



Proportion of male employees
receiving a bonus:
14.84%



Proportion of female
employees receiving a bonus:
11.89%

Median Gender
Pay Gap:
15.87%

Mean Gender
Bonus Gap:
-363.70%

Median Gender
Bonus Gap:
18.62%

Quartile	Male	Female
Lower	30.48% (32)	69.52% (73)
Lower Middle	34.29% (36)	65.71% (69)
Upper Middle	50.94% (54)	49.06% (52)
Upper	56.19% (59)	43.81% (46)

MyCSP Limited

Mean Gender
Pay Gap:
0.58%



Proportion of male employees
receiving a bonus:
95.00%



Proportion of female
employees receiving a bonus:
96.23%

Median Gender
Pay Gap:
0.87%

Mean Gender
Bonus Gap:
2.39%

Median Gender
Bonus Gap:
0.00%

Quartile	Male	Female
Lower	46.23% (49)	53.77% (57)
Lower Middle	44.86% (48)	55.14% (59)
Upper Middle	46.73% (50)	53.27% (57)
Upper	47.66% (51)	52.34% (56)



Equiniti Financial Services Limited

Mean Gender
Pay Gap:
29.43%



Proportion of male employees
receiving a bonus:
3.06%



Proportion of female
employees receiving a bonus:
5.36%

Median Gender
Pay Gap:
29.76%

Mean Gender
Bonus Gap:
76.53%

Median Gender
Bonus Gap:
-104.36%

Quartile	Male	Female
Lower	37.25% (19)	62.75% (32)
Lower Middle	40.38% (21)	59.62% (31)
Upper Middle	38.46% (20)	61.54% (32)
Upper	71.15% (37)	28.85% (15)