



2022 Gender Pay Gap Disclosure

We are pleased to report that EQ Group's Gender Pay Gap has narrowed since 2021; our Group median pay gap has closed by 0.60% to 25.37%.

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 Group of companies. Our statutory disclosures, as reported on the government Gender Pay Gap portal, are also included at the end of this report. Whilst we have seen progress in narrowing our Median Gender Pay Gap, we have witnessed an increase to the Mean gap. This has been predominantly driven by the Sale of the business into Private Ownership in December 2021, which resulted in the payout of performance related share plans to colleagues. The recipients of these payouts were typically male, owing to the historic make-up of Senior Leadership in the Group, and these payments are therefore seen in the Mean Gender Pay Gap figures.

Our Commitment

01 Recruitment & Selection:

We're continuing to use skilled base assessments & structured interviews across the globe to reduce bias. We continue to review our diversity training, importantly, our unconscious bias training is mandatory for all our colleagues.

02 Design for the future:

We continue to offer flexible working across the Group, and are committed to creating an inclusive working environment in which each colleague is able to fulfil their potential and maximise their contribution.

03 Our Networks:

We operate an 'EQ Alumni' network that maintains connections with those who have left EQ, and support them with new opportunities should they wish to return.



EQ Group UK – Voluntary Disclosure

Mean Gender
Pay Gap:
28.61%

Median Gender
Pay Gap:
25.37%



21.37%

Proportion of male employees receiving a bonus

Mean Gender
Bonus Gap:
78.96%

Median Gender
Bonus Gap:
0.00%



21.56%

Proportion of female employees receiving a bonus

Quartile	Male	Female	Description
A	39.98% (343)	60.02% (515)	Includes all employees whose standard hourly pay places them at or below the lower quartile.
B	43.42% (373)	56.58% (486)	Includes all employees whose standard hourly pay places them above the lower quartile but at or below the median.
C	54.83% (471)	45.17% (388)	Includes all employees whose standard hourly pay places them above the median but at or below the upper quartile.
D	71.21% (611)	28.79% (247)	Includes all employees whose standard hourly pay places them above the upper quartile.

Statutory Disclosures

Equiniti Limited

Mean Gender Pay Gap:

32.92%



22.29%



Proportion of male employees receiving a bonus



16.53%



Proportion of female employees receiving a bonus:

Median Gender Pay Gap:

31.61%

Mean Gender Bonus Gap:

91.49%

Median Gender Bonus Gap:

53.48%

Quartile	Male	Female
Lower	35.23% (62)	64.77% (114)
Lower Middle	39.20% (69)	60.80% (107)
Upper Middle	49.72% (88)	50.28% (89)
Upper	73.30% (129)	26.70% (47)

Equiniti Services Limited

Mean Gender Pay Gap:

27.61%



10.36%



Proportion of male employees receiving a bonus



10.84%



Proportion of female employees receiving a bonus

Median Gender Pay Gap:

28.42%

Mean Gender Bonus Gap:

55.93%

Median Gender Bonus Gap:

48.25%

Quartile	Male	Female
Lower	40.47% (174)	59.53% (256)
Lower Middle	47.44% (204)	52.56% (226)
Upper Middle	61.40% (264)	38.60% (166)
Upper	70.93% (305)	29.07% (125)

Paymaster (1836) Limited

Mean Gender
Pay Gap:
21.05%



18.18%



Proportion of male employees receiving a bonus:



11.73%



Proportion of female employees receiving a bonus:

Median Gender
Pay Gap:
22.40%

Mean Gender
Bonus Gap:
-6.28%

Median Gender
Bonus Gap:
42.80%

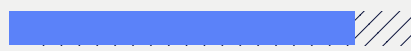
Quartile	Male	Female
Lower	30.59% (26)	69.41% (59)
Lower Middle	31.76% (27)	68.24% (58)
Upper Middle	50.00% (43)	50.00% (43)
Upper	65.88% (56)	34.12% (29)

MyCSP Limited

Mean Gender
Pay Gap:
-3.23%



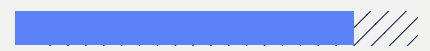
86.57%



Proportion of male employees receiving a bonus:



83.70%



Proportion of female employees receiving a bonus:

Median Gender
Pay Gap:
0.00%

Mean Gender
Bonus Gap:
0.85%

Median Gender
Bonus Gap:
0.00%

Quartile	Male	Female
Lower	48.04% (49)	51.96% (53)
Lower Middle	48.08% (50)	51.92% (54)
Upper Middle	52.88% (55)	47.12% (49)
Upper	43.69% (45)	56.31% (58)



Equiniti Financial Services Limited

Mean Gender Pay Gap:

32.45%

Median Gender Pay Gap:

21.41%

Mean Gender Bonus Gap:

87.11%

Median Gender Bonus Gap:

11.82%



5.26%



Proportion of male employees receiving a bonus:



6.59%



Proportion of female employees receiving a bonus:

Quartile	Male	Female
Lower	35.00% (14)	65.00% (26)
Lower Middle	36.59% (15)	63.41% (26)
Upper Middle	46.34% (19)	53.66% (22)
Upper	67.50% (27)	32.50% (13)