



2023 Gender Pay Gap Disclosure

We are pleased to report that EQ Group's Gender Pay Gap has narrowed since 2022; our Group median pay gap has closed by 0.82% to 24.57%.

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. We are pleased to report the mean Gender Pay Gap has closed by 2.95% to 25.71%. This is mainly due to our 2022 pay review approach, awarding a higher percentage to those who are lower paid, meaning we are bringing up the pay of females at a faster rate than males.

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. We have also introduced the Inclusion network, covering Gender, LGBTQIA+ and Disability.



EQ Group UK – Voluntary Disclosure

Mean Gender
Pay Gap:
25.71%

Median Gender
Pay Gap:
24.57%



27.91%



Proportion of male employees receiving a bonus

Mean Gender
Bonus Gap:
59.41%

Median Gender
Bonus Gap:
23.01%



24.53%



Proportion of female employees receiving a bonus

Quartile	Male	Female	Description
A	40.57% (355)	59.43% (520)	Includes all employees whose standard hourly pay places them at or below the lower quartile.
B	41.76% (365)	58.24% (509)	Includes all employees whose standard hourly pay places them above the lower quartile but at or below the median.
C	52.57% (460)	47.43% (415)	Includes all employees whose standard hourly pay places them above the median but at or below the upper quartile.
D	70.25% (614)	29.75% (260)	Includes all employees whose standard hourly pay places them above the upper quartile.

Statutory Disclosures

Equiniti Limited

Mean Gender
Pay Gap:
29.21%



28.30%



Proportion of male employees
receiving a bonus



18.89%



Proportion of female
employees receiving a bonus:

Median Gender
Pay Gap:
27.03%

Mean Gender
Bonus Gap:
54.25%

Median Gender
Bonus Gap:
52.79%

Quartile	Male	Female
Lower	35.85% (57)	64.15% (102)
Lower Middle	37.11% (59)	62.89% (100)
Upper Middle	55.97% (89)	44.03% (70)
Upper	70.89% (112)	29.11% (46)

Equiniti Services Limited

Mean Gender
Pay Gap:
23.07%



17.35%



Proportion of male employees
receiving a bonus



14.18%



Proportion of female
employees receiving a bonus

Median Gender
Pay Gap:
27.65%

Mean Gender
Bonus Gap:
62.91%

Median Gender
Bonus Gap:
43.90%

Quartile	Male	Female
Lower	40.63% (167)	59.37% (244)
Lower Middle	40.49% (166)	59.51% (244)
Upper Middle	56.59% (233)	43.31% (178)
Upper	68.78% (282)	31.22% (128)

Paymaster (1836) Limited

Mean Gender
Pay Gap:
21.54%



23.31%

Proportion of male employees
receiving a bonus:



13.66%

Proportion of female
employees receiving a bonus:

Median Gender
Pay Gap:
22.95%

Mean Gender
Bonus Gap:
32.93%

Median Gender
Bonus Gap:
62.50%

Quartile	Male	Female
Lower	32.39% (23)	67.61% (48)
Lower Middle	35.21% (25)	64.79% (46)
Upper Middle	46.48% (33)	53.52% (38)
Upper	71.83% (51)	28.17% (20)

MyCSP Limited

Mean Gender
Pay Gap:
-1.97%



82.11%

Proportion of male employees
receiving a bonus:



77.82%

Proportion of female
employees receiving a bonus:

Median Gender
Pay Gap:
0.88%

Mean Gender
Bonus Gap:
0.06%

Median Gender
Bonus Gap:
0.00%

Quartile	Male	Female
Lower	47.50% (57)	52.50% (63)
Lower Middle	42.86% (51)	57.14% (68)
Upper Middle	48.33% (58)	51.67% (62)
Upper	42.86% (51)	57.14% (68)



Equiniti Financial Services Limited

Mean Gender
Pay Gap:

27.42%



27.16%



Proportion of male employees
receiving a bonus:



13.13%



Proportion of female
employees receiving a bonus:

Median Gender
Pay Gap:

13.15%

Mean Gender
Bonus Gap:

62.03%

Median Gender
Bonus Gap:

80.24%

Quartile	Male	Female
Lower	37.78% (14)	62.2% (28)
Lower Middle	40.91% (18)	59.09% (26)
Upper Middle	34.09% (15)	65.91% (29)
Upper	68.18% (30)	31.82% (14)