



# 2020 Gender Pay Gap Disclosure

In common with many other UK organisations, Equiniti continued to have a gender pay gap in 2020.

In addition to our statutory disclosures, we have chosen to publish an additional voluntary pay gap disclosure for the UK Equiniti Group as a whole, comprising of consolidated data for all UK employees working for Equiniti Group Companies.

## Equiniti Group UK – Voluntary Disclosure

Mean Gender Pay Gap:  
**28.82%**

Median Gender Pay Gap:  
**26.51%**



Proportion of male employees receiving a bonus:  
**34.07%**

Mean Gender Bonus Gap:  
**33.24%**

Median Gender Bonus Gap:  
**0.00%**



Proportion of female employees receiving a bonus:  
**27.45%**

Quartile	Male	Female	Description
Lower	40.56% (365)	59.44% (535)	Includes all employees whose standard hourly rate places them at or below the lower quartile.
Lower Middle	41.62% (375)	58.38% (526)	Includes all employees whose standard hourly pay places them above the lower quartile but at or below the median.
Upper Middle	52.16% (470)	47.84% (431)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
Upper	70.26% (633)	29.74% (268)	Includes all employees whose standard rate places them above the upper quartile.

# Statutory Disclosures

## Equiniti Limited

Mean Gender  
Pay Gap:  
**32.15%**



Proportion of male employees  
receiving a bonus:  
**34.20%**



Proportion of female  
employees receiving a bonus:  
**19.85%**

Median Gender  
Pay Gap:  
**30.32%**

Mean Gender  
Bonus Gap:  
**69.66%**

Median Gender  
Bonus Gap:  
**48.71%**

Quartile	Male	Female
Lower	41.67% (90)	58.33% (126)
Lower Middle	38.43% (83)	61.57% (133)
Upper Middle	57.60% (125)	42.40% (92)
Upper	75.46% (163)	24.54% (53)

## Equiniti Services Limited

Mean Gender  
Pay Gap:  
**26.17%**



Proportion of male employees  
receiving a bonus:  
**22.05%**



Proportion of female  
employees receiving a bonus:  
**16.76%**

Median Gender  
Pay Gap:  
**31.15%**

Mean Gender  
Bonus Gap:  
**30.21%**

Median Gender  
Bonus Gap:  
**32.73%**

Quartile	Male	Female
Lower	43.02% (151)	56.98% (200)
Lower Middle	44.44% (156)	55.56% (195)
Upper Middle	53.98% (190)	46.02% (162)
Upper	72.65% (255)	27.35% (96)

## Paymaster (1836) Limited

Mean Gender  
Pay Gap:  
**18.53%**



Proportion of male employees  
receiving a bonus:  
**30.89%**



Proportion of female  
employees receiving a bonus:  
**16.97%**

Median Gender  
Pay Gap:  
**15.72%**

Mean Gender  
Bonus Gap:  
**-90.51%**

Median Gender  
Bonus Gap:  
**31.67%**

Quartile	Male	Female
Lower	28.32% (32)	71.68% (81)
Lower Middle	34.51% (39)	65.49% (74)
Upper Middle	47.37% (54)	52.63% (60)
Upper	57.52% (65)	42.48% (48)

## MyCSP Limited

Mean Gender  
Pay Gap:  
**8.86%**



Proportion of male employees  
receiving a bonus:  
**90.82%**



Proportion of female  
employees receiving a bonus:  
**94.51%**

Median Gender  
Pay Gap:  
**3.74%**

Mean Gender  
Bonus Gap:  
**1.66%**

Median Gender  
Bonus Gap:  
**0.00%**

Quartile	Male	Female
Lower	36.19% (38)	63.81% (67)
Lower Middle	47.17% (50)	52.83% (56)
Upper Middle	50.00% (53)	50.00% (53)
Upper	51.89% (55)	48.11% (51)



## Equiniti Financial Services Limited

Mean Gender  
Pay Gap:  
**30.75%**



Proportion of male employees  
receiving a bonus:  
**29.91%**



Proportion of female  
employees receiving a bonus:  
**17.46%**

Median Gender  
Pay Gap:  
**29.80%**

Mean Gender  
Bonus Gap:  
**21.43%**

Median Gender  
Bonus Gap:  
**63.33%**

Quartile	Male	Female
Lower	36.36% (20)	63.64% (35)
Lower Middle	38.18% (21)	61.82% (34)
Upper Middle	47.27% (26)	52.73% (29)
Upper	69.09% (38)	30.91% (17)