



2024 Gender Pay Gap Disclosure

We are pleased to report that EQ Group's Gender Pay Gap has narrowed since 2023; our Group mean pay gap has closed by 0.13% to 25.58%.

We remain committed to creating together an inclusive working environment in which every employee can fulfil their potential and maximize 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 -0.13% to 25.58%. This is mainly due to our 2022 and 2023 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 Diversity, Equity & Inclusion Targets

We remain committed to our work to create a culture that is open, inclusive and representative of the society in which we all live and work. To aid this, we are releasing DE&I targets throughout 2025. This includes a target to increase the population of female leaders, and Diversity training for colleagues. Our award-winning diversity policies will be reviewed in line with colleague feedback.

03 Our Networks:

We continue to 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 continuously provide safe spaces for colleagues' voices to be heard, through our inclusion, wellbeing and multicultural networks.

Andrew Stephenson
Chief People Officer



EQ Group UK - Voluntary Disclosure

Mean Gender
Pay Gap:
25.58%

Median Gender
Pay Gap:
25.34%



29.55%



Proportion of male employees receiving a bonus

Mean Gender
Bonus Gap:
66.38%

Median Gender
Bonus Gap:
25.88%



27.59%



Proportion of female employees receiving a bonus

Quartile	Male	Female	Description
A	40.44% (296)	59.56% (436)	Includes all employees whose standard hourly pay places them at or below the lower quartile.
B	40.44% (296)	59.56% (436)	Includes all employees whose standard hourly pay places them above the lower quartile but at or below the median.
C	50.82% (372)	49.18% (360)	Includes all employees whose standard hourly pay places them above the median but at or below the upper quartile.
D	68.81% (503)	31.19% (228)	Includes all employees whose standard hourly pay places them above the upper quartile.

Statutory Disclosures

Equiniti Limited

Mean Gender
Pay Gap:

26.61%



20.08%



Proportion of male employees
receiving a bonus



17.65%



Proportion of female
employees receiving a bonus:

Median Gender

Pay Gap:

26.78%

Mean Gender

Bonus Gap:

50.52%

Median Gender
Bonus Gap:

37.42%

Quartile	Male	Female
Lower	39.10% (52)	60.90% (81)
Lower Middle	34.59% (46)	65.41% (87)
Upper Middle	53.38% (71)	46.62% (70)
Upper	71.97% (95)	28.03% (37)

Equiniti Services Limited

Mean Gender
Pay Gap:

24.62%



16.67%



Proportion of male employees
receiving a bonus



14.17%



Proportion of female
employees receiving a bonus

Median Gender
Pay Gap:

28.88%

Mean Gender
Bonus Gap:

70.65%

Median Gender
Bonus Gap:

51.79%

Quartile	Male	Female
Lower	35.58% (132)	64.42% (239)
Lower Middle	44.32% (164)	55.68% (206)
Upper Middle	59.03% (219)	40.97% (152)
Upper	66.49% (246)	33.51% (124)

Paymaster (1836) Limited

Mean Gender
Pay Gap:
23.66%



16.96%



Proportion of male employees
receiving a bonus:



5.60%



Proportion of female
employees receiving a bonus:

Median Gender
Pay Gap:
26.60%

Mean Gender
Bonus Gap:
38.51%

Median Gender
Bonus Gap:
61.14%

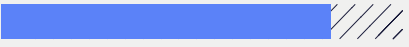
Quartile	Male	Female
Lower	35.59% (21)	64.41% (38)
Lower Middle	31.58% (18)	68.42% (39)
Upper Middle	48.28% (28)	51.72% (30)
Upper	76.79% (43)	23.21% (13)

MyCSP Limited

Mean Gender
Pay Gap:
-4.31%



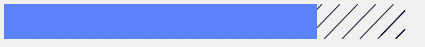
93.72%



Proportion of male employees
receiving a bonus:



95.26%



Proportion of female
employees receiving a bonus:

Median Gender
Pay Gap:
-3.96%

Mean Gender
Bonus Gap:
1.67%

Median Gender
Bonus Gap:
0.00%

Quartile	Male	Female
Lower	46.90% (53)	53.10% (60)
Lower Middle	50.00% (56)	50.00% (56)
Upper Middle	45.13% (51)	54.87% (62)
Upper	41.96% (51)	58.04% (65)



Equiniti Financial Services Limited

Mean Gender
Pay Gap:

26.49%

Median Gender

Pay Gap:

10.48%

Mean Gender
Bonus Gap:

49.24%

Median Gender
Bonus Gap:

67.48%

28.05%

Proportion of male employees
receiving a bonus

11.76%

Proportion of female
employees receiving a bonus:

Quartile	Male	Female
Lower	36.96% (17)	63.04% (29)
Lower Middle	45.65% (21)	54.35% (25)
Upper Middle	30.43% (14)	69.57% (32)
Upper	66.67% (30)	33.33% (15)

