



# UK GENDER PAY GAP REPORT 2019

CERTAINTY

INGENUITY

ADVANTAGE

 **Computershare**

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We believe that a diverse and inclusive workforce, that has equal opportunity and earning ability, is a powerful driver for business success. This covers many areas, including gender, which is a key focus area for us.

We understand that gender pay gaps are partly caused by there being too few women in senior positions, and we recognise that this is true for Computershare.

This year we continue to report a gender pay gap and whilst this is not an issue that will change overnight, we are committed to changing this significantly and have internal targets in place to help drive this. In addition, we are making changes in a number of different areas to make it easier for more women to move into higher paying roles.

We have a policy of promoting on merit and ability, regardless of background. Our global [Diversity and Inclusion policy](#) reflects this and we have a long term strategy of internal changes to address the pay gap.

## **Progress so far**

We have appointed a global Head of People to champion and coordinate all employee-related initiatives across the business. We have also made significant progress on achieving a better gender balance at senior levels, including new faces in Technology, Issuer Services, the global management team and on the Computershare Limited Board, which is now at 38% female representation.

We have reviewed and updated our recruitment process, ensuring we strip out any unintentional bias in our advertising. We make sure that every role is advertised internally and that there are no internal barriers to people applying for roles. On top of this, our hiring managers have been given more training and improved guidance in recruitment practices, including being aware of unconscious bias.

# UK GENDER PAY GAP REPORT

## 2019

We have encouraged workplace learning and development with all line managers having completed in-depth leadership development courses in how to manage and coach their teams effectively, and around our expectations on good management practice.

We have been running self-nominated talent and mentoring programmes to support our talented people to develop their careers.

We have continued to drive our Diversity and Inclusion strategy with regular communications to all employees, as part of an agreed calendar of initiatives, and we have provided diversity training and unconscious bias awareness videos to all employees.

In order to have clear and transparent reward structures, we have reviewed our reward approach to give better guidance and insights for managers when making pay decisions.

We have introduced more flexible working options and as a result we have seen an increase in formalised flexible working arrangements.

In Edinburgh, we have worked with the consultancy Women Returners, which supports women getting back to work after a career break. We have recruited three highly skilled women in our technology department as part of the drive, all of whom have decided to stay with the company after their initial trial period.

### **What's next?**

We will have dedicated resources assigned to the delivery of our D&I strategy and we are currently recruiting a Global Diversity and Inclusion Manager to focus on improvements across all People policies and practice. We will also look to re-form our D&I Champions network globally, to align to global business lines. We are extending the D&I training available via our Learning Management System and Performance Management Toolkit; to continue to raise awareness and improvements in key outcomes in line with our D&I strategy.

# UK GENDER PAY GAP REPORT 2019

For example, in March 2020, alongside International Women's Day, we celebrated gender diversity by holding a wide variety of office and virtual events to support female inclusion in the workplace, supported with a range of resources that will remain permanently available to our employees.

We will continue to evaluate employee opinion of Computershare's progress towards greater diversity & inclusion, with the aim of increased scores in our annual employee survey.

## Our combined business results for England, Scotland and Wales

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	<b>25%</b>
The difference in median pay of men and women, expressed as a percentage	<b>21%</b>
The difference in mean bonus pay, expressed as a percentage	<b>72%</b>
The difference in median bonus pay, expressed as a percentage	<b>32%</b>
The proportion of men and women who received bonus pay	Women – <b>79%</b> Men – <b>68%</b>
The number of men and women in each four quartile bands	See below**

# UK GENDER PAY GAP REPORT 2019

Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male
50%	50%	61%	39%	71%	29%	65%	35%

## Computershare Loan Services (HML) results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	<b>26%</b>
The difference in median pay of men and women, expressed as a percentage	<b>22%</b>
The difference in mean bonus pay, expressed as a percentage	<b>85%</b>
The difference in median bonus pay, expressed as a percentage	<b>31%</b>
The proportion of men and women who received bonus pay	Women – <b>83%</b> Men – <b>84%</b>
The number of men and women in each four quartile bands	See below**

# UK GENDER PAY GAP REPORT 2019

Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male
41%	59%	57%	43%	68%	32%	55%	45%

## Computershare Technology UK Limited results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	<b>5%</b>
The difference in median pay of men and women, expressed as a percentage	<b>-6%</b>
The difference in mean bonus pay, expressed as a percentage	<b>46%</b>
The difference in median bonus pay, expressed as a percentage	<b>20%</b>
The proportion of men and women who received bonus pay	Women – <b>40%</b> Men – <b>32%</b>
The number of men and women in each four quartile bands	See below**

# UK GENDER PAY GAP REPORT 2019

Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male
16%	84%	29%	71%	19%	81%	14%	86%

\*\*Quartile 1 represents the top quartile and therefore the highest salaries, quartile 2 represents the upper middle quartile, quartile 3 the lower middle quartile and quartile 4 the lowest quartile and the lowest salaries.

