

HEDGESERV

Gender Pay Gap Report

Ireland 2022

Private & Confidential

HEDGESERV VALUES



Diversity and Inclusion form a key part of HedgeServ's core values which create a sense of shared purpose and belonging. We believe all employees should be fairly and equitably paid in line with their role.

HedgeServ's diversity and inclusion efforts are designed so that we can all work together in a place where our contributions are valued, and our voices heard. HedgeServ aims to ensure everyone is valued and treated with respect.

In line with the Gender Pay Gap Information Act 2021 HedgeServ Ireland's mean gender pay gap is 9.52%.

HedgeServ is committed to creating strong internal progression and career paths for all employees. However, our female population is underrepresented at senior leadership level compared with the male representation. We have a higher percentage of male employees in senior leadership roles, 31% female compared with 69% male.

Initiatives to narrow the gender pay gap have been implemented. We will continue to build on these while introducing additional measures to further support gender inclusion.

We will continue to review our internal processes with a specific focus on gender diversity, including but not limited to:

- Reviewing job descriptions to ensure they promote inclusion and diversity and positively influence female gender applications
- Striving to include female interviewers in all interview panels
- Reviewing our family leave policies
- Aligning our interview process with our new competency framework and objective set of standards
- Enhancing our interview skills training for all managers to ensure a strong awareness of potential unconscious bias in an interview process

These will be completed in conjunction with the initiatives outlined below, which we have implemented in recent years to ensure a continued focus on diversity and inclusion and promoting female talent.

Mentorship Program:

Our Mentorship Program has proven very successful, with employees having the opportunity to be mentored by our senior leaders within HedgeServ. They share their knowledge, skills, and experience with more junior employees to develop strong career paths and foster a culture of development and support. This is a voluntary program that is open to all HedgeServ employees.

We will enhance this program further by proactively offering employees returning to work from extended periods of leave a dedicated mentor.

Innovation Council:

As an innovative organization HedgeServ embraces new ideas and initiatives that can positively impact our organization. Recognizing the key role our employees can play in this process we have established an innovation council, a framework for employees to submit and present their ideas to the leadership team. All ideas are welcomed and encouraged. This initiative gives us the opportunity to implement innovative initiatives which can support an inclusive and diverse workforce. We will actively focus on suggested initiatives which will support us in improving our diversity and inclusion efforts within HedgeServ.

Hybrid Working Model:

We offer our employees flexibility through our hybrid working model. Employees can elect their preferred working model i.e. to work from home or from the office or a combination of both. This gives greater work life balance for our employees and further promotes diversity within our workforce. We will continue to offer this model to our employees as research demonstrates this can help shrink the gender pay gap.

Learning & Development:

We have a comprehensive menu of L&D programs for our employees which supports a positive, collaborative, and inclusive working environment. We have created a robust catalogue of learning supports including, instructor and SME led courses and workshops, on demand and micro learning modules, and other resources, to complement our industry leading training programs.

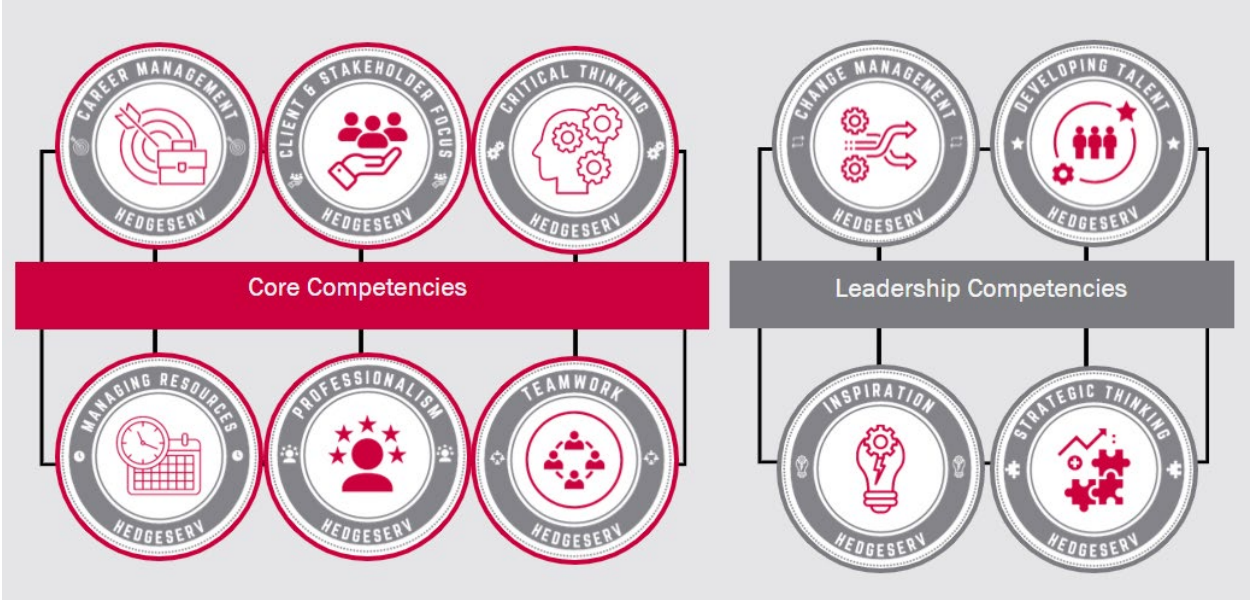
Employees complete mandatory online training in the areas of diversity and inclusion and unconscious bias on an ongoing basis.

In addition, we have recently upskilled a team of internal facilitators who have been trained to successfully deliver Diversity and Inclusion workshops. These workshops will enhance the training already in place and create open discussions on the challenges and biases in place which can potentially impact gender inclusion.

All interviewers undergo interview skills training before commencing the interviewing to ensure an inclusive process. We will enhance our interview skills training further with a more in-depth focus on unconscious bias and diversity and inclusion.

Competency Framework

HedgeServ has recently introduced a global Competency Framework, creating standard behaviors and expectations for all levels across HedgeServ, and providing transparency and expectations for every role. This framework is supported by our comprehensive L&D programs and will enhance our promotion and career development processes with an objective set of standards creating a structured framework to consistently deliver fairness and equity and build a pipeline of senior candidates.



HedgeServ Ireland Gender Pay Gap Figures – 2022

Snapshot date 30 June 2022

Mean gender pay gap (all):	9.52%
Median gender pay gap (all):	1.90%
Mean gender pay gap (part-time):	24.00%
Median gender pay gap (part-time):	27.00%
Mean gender pay gap (temporary contract):	-0.15%
Median gender pay gap (temporary contract):	-2.60%
Mean bonus gender pay gap (all):	-0.10%
Median bonus gender pay gap (all):	0.00%

Category	Male	Female
Proportion receiving bonus remuneration	84%	89%
Proportion receiving a benefit in kind	86%	88%

Remuneration Quartiles	Male	Female
Lower Remuneration Quartile	64%	36%
Lower Middle Remuneration Quartile	58%	42%
Upper Middle Remuneration Quartile	57%	43%
Upper Remuneration Quartile	69%	31%