

HEDGESERV

Gender Pay Gap Report 2024

JANUARY 2025

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Our Core Values

Diversity, Equity, Inclusion and Belonging 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 for 2024 is 11.36%.

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, 34% female compared with 66% male, albeit with positive movement in 2024.



02 Ongoing Efforts

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.

A significant focus has been placed on the below items over the past number of years and we will continue to review our internal processes with a focus on gender diversity, to continue to enhance and develop the below:



Ongoing review of our job descriptions to ensure they promote inclusion and diversity and positively influence female gender applications.



Continue to strive to include female interviewers in all interview panels.



Review our processes in relation to the support provided to employees returning from long-term leave, such as maternity leave, to ensure we are providing returning employees with adequate support to facilitate a smooth reintegration into their team and the company and to provide the assistance they need.



Ongoing delivery of our Diversity, Equity, Inclusion and Belonging internal workshops in addition to the mandatory training completed by all employees.



Enhanced learning and development opportunities, specifically in the area of women in leadership workshops and seminars.



Ongoing wellness programs with specific topics to support our female employees.

These will be completed in conjunction with the initiatives outlined in the next pages, which we have implemented and will continue to assess to ensure an ongoing focus on diversity and inclusion and promoting female talent.

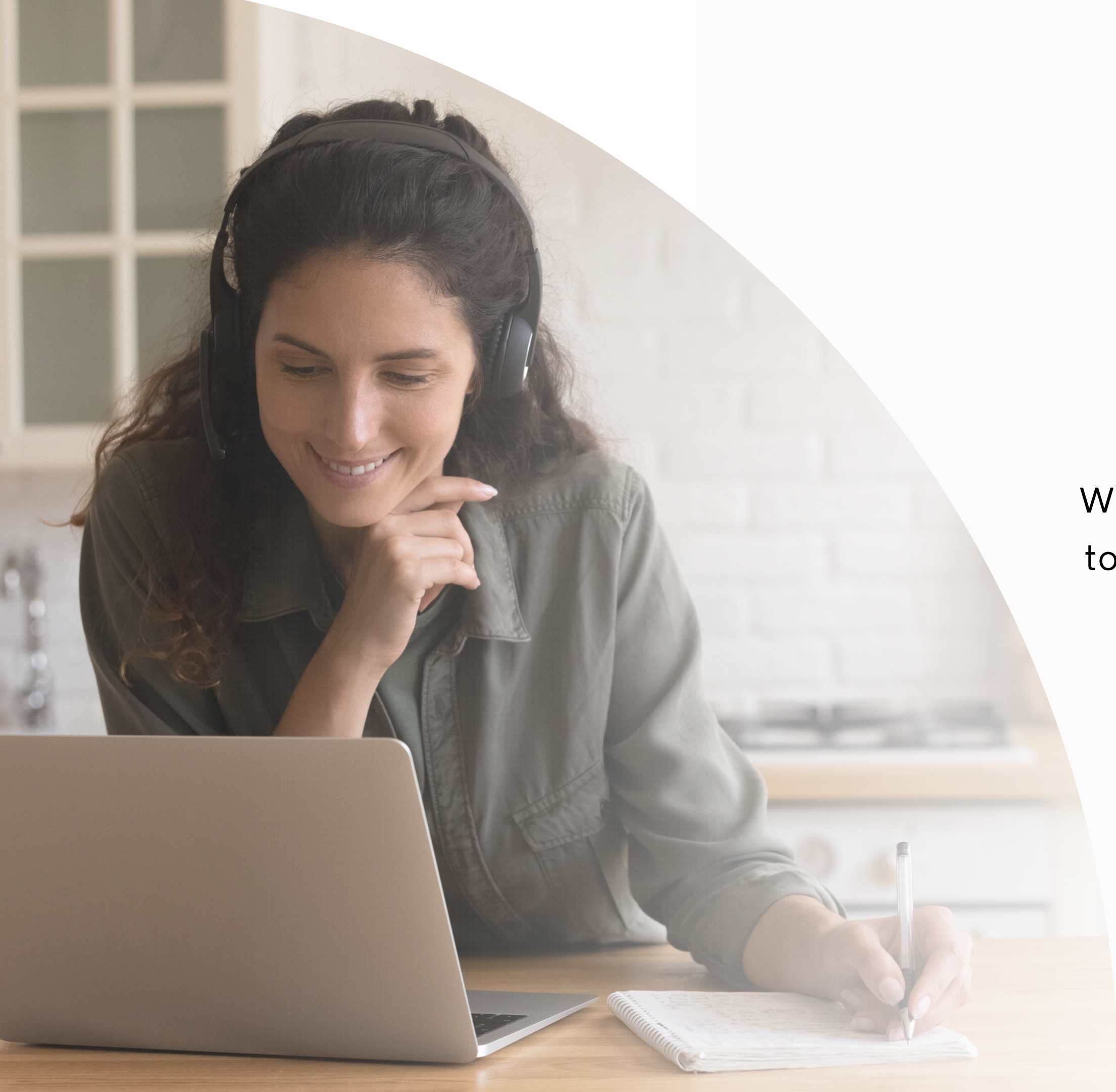
Our Initiatives

Leadership Development

Throughout 2024 we further extended our leadership programs with a number of female specific leadership development training programs. During 2024, we offered access for all employees to a Women in Leadership series. This extensive programme included 11 different modules for employees to either attend virtually or watch on demand.

This enhances the tools already in place which include internal training workshops, on demand training courses, and leadership profile tools. This also promotes more effective collaboration through recognizing different styles and approaches to leadership.





Wellness

During 2024 female health and wellbeing was a specific area of focus.

We worked with external wellbeing experts to provide tools and supports as well as 1:1 consultations for our female employees.

We ran a self-promotion and self-advocacy workshop for International Women's Day.

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 have and will continue to 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

Recognizing the positive impact our hybrid working model has for our employees and in particular our female employees, we continue to offer 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.

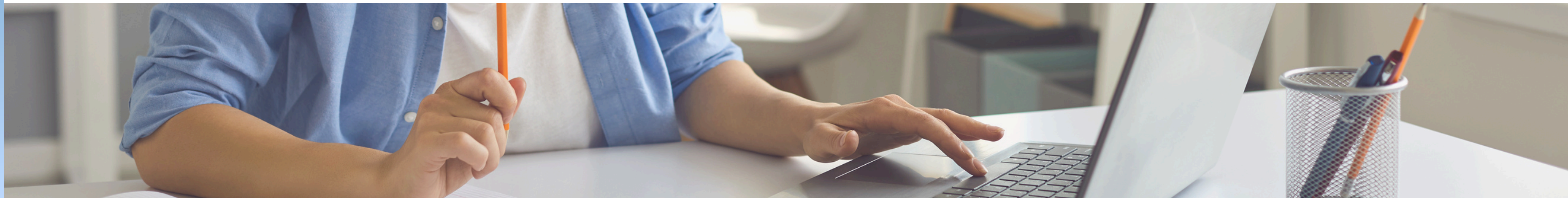
Employees complete mandatory online training in the areas of **diversity and inclusion and unconscious bias** on an ongoing basis.

Our trained internal facilitators continue to deliver Diversity, Equity, Inclusion, and Belonging workshops to employees on a regular basis. These **interactive workshops** continue to enhance the training already in place and are creating open discussions on the challenges and biases which can potentially impact gender inclusion.

We developed an online mandatory training program for all employees in the area of **Diversity, Equity, Inclusion and Belonging** which all employees were required to complete in addition to the annual review of our DEIB policy.

All interviewers undergo **interview skills training** before commencing interviewing to ensure an inclusive process. Interviewing managers complete training online and attend interactive workshops, each with an in-depth focus on unconscious bias and diversity and inclusion.

We have extended our Learning and Development offering during 2024 with the opportunity for female employees to attend **women in leadership training programs**. We are also providing additional opportunities for employees to attend workshops and seminars on a range of leadership topics through external providers.



Competency Framework

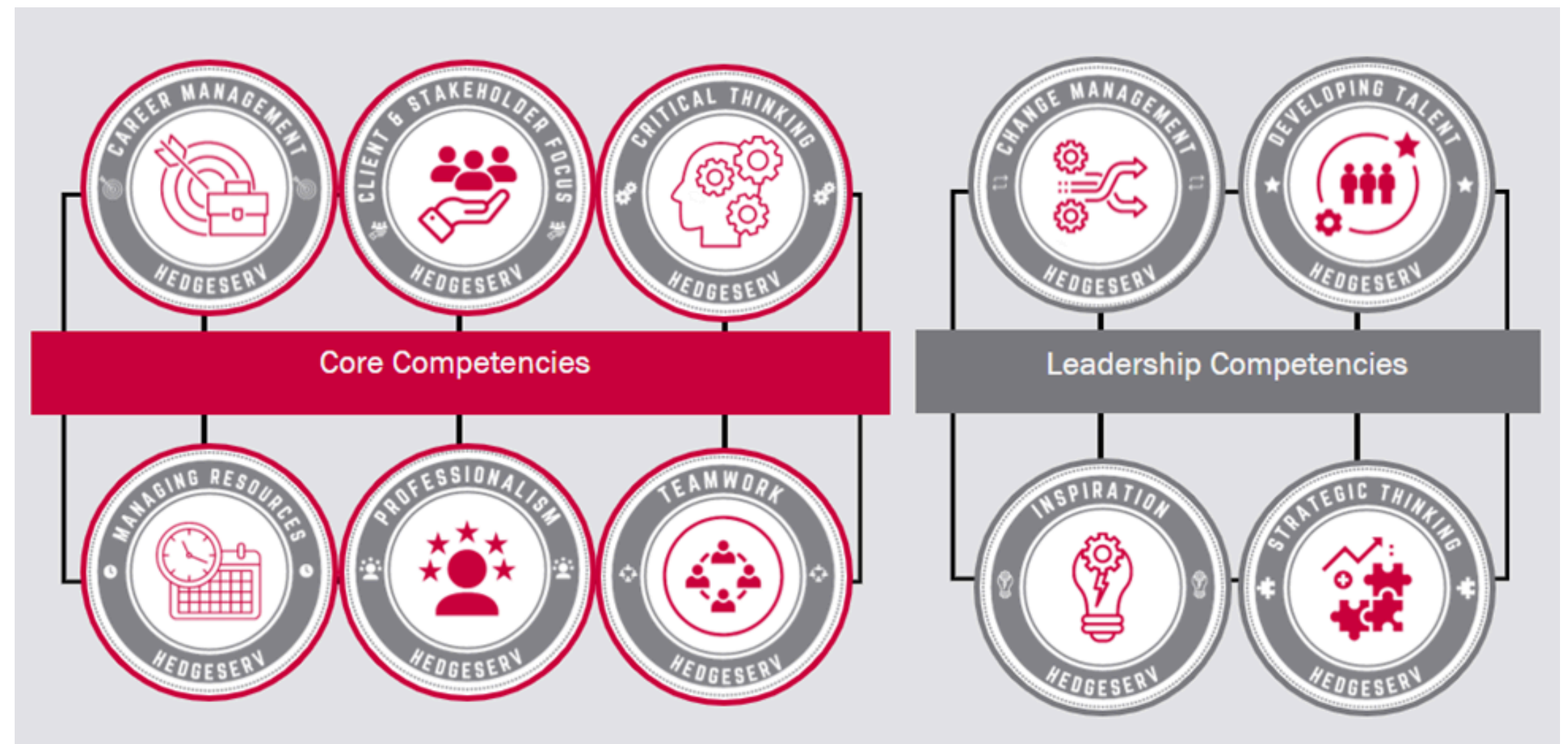
HedgeServ's global Competency Framework outlines standard behaviors and expectations for all levels across the organization, and provides transparency and expectations for every role. This framework is supported by our comprehensive L&D programs and will enhance our promotion and career development processes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

We continue to develop internal learning content to align with the competencies of the framework.

We have introduced a competency of the month to further promote this framework and the corresponding training supports available to employees.

This gives our employees at all levels of the organization equal opportunity to develop the skills and competencies required for each level.

Our competencies are incorporated into our annual performance management process. This supports a performance management culture of consistency and equity in assessing our employees with objective standards and behaviors across each level within HedgeServ.



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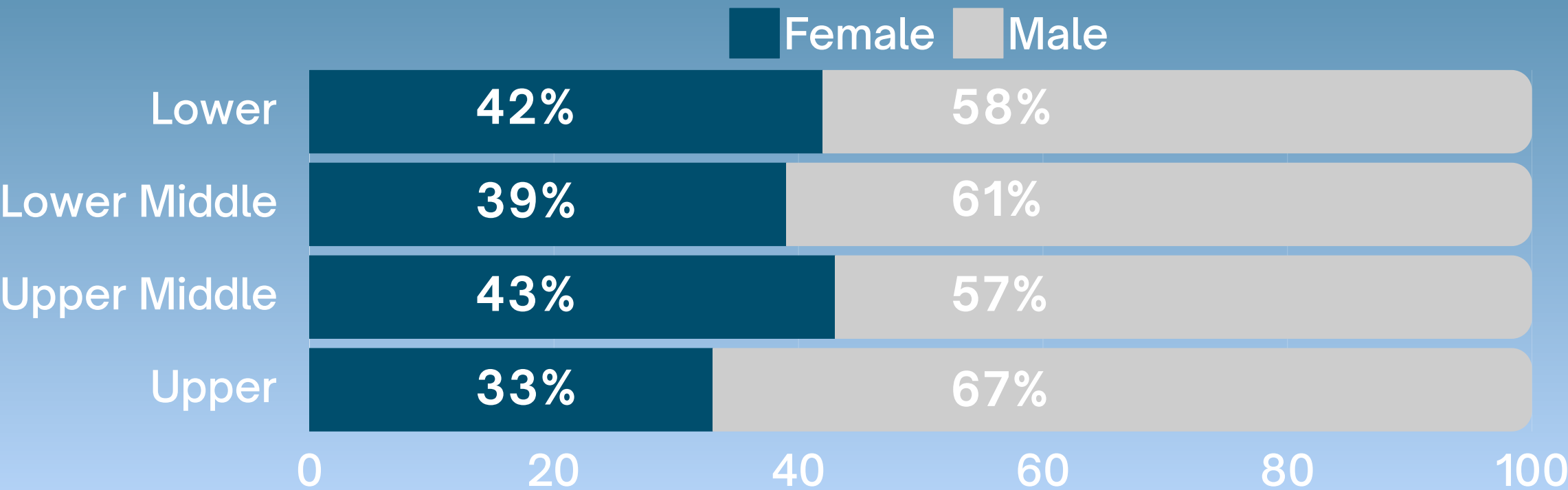
HedgeServ Ireland Gender Pay Gap Figures - 2024

Snapshot date: 30 June 2024

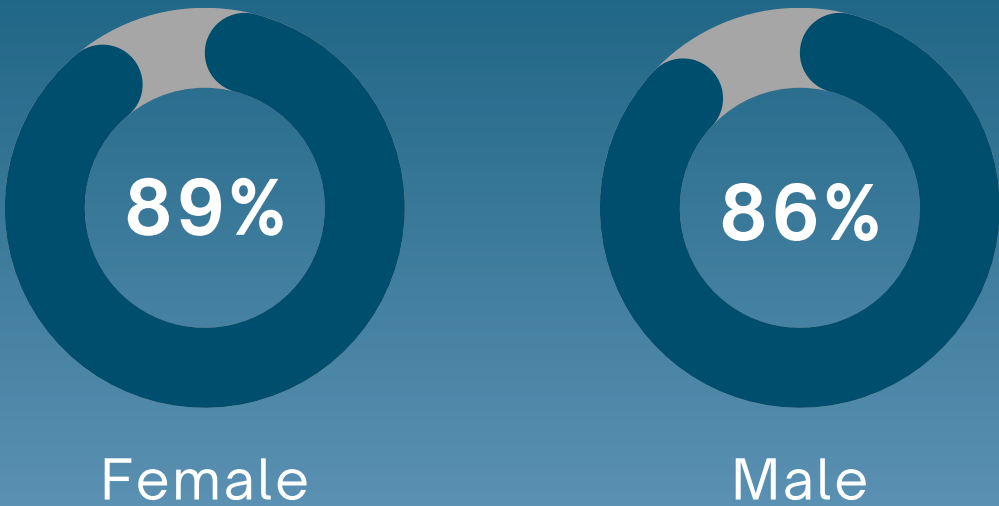
Gender Pay Gap

	All Employees	Part-time	Temporary	Bonus
Mean	11.3%	30.8%	0.0%	16%
Median	2.7%	30.8%	0.0%	17%

Remuneration Quartiles



Proportion receiving bonus remuneration



Proportion receiving a benefit in kind

