

# Gender Pay Reporting

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# Gender Pay Reporting

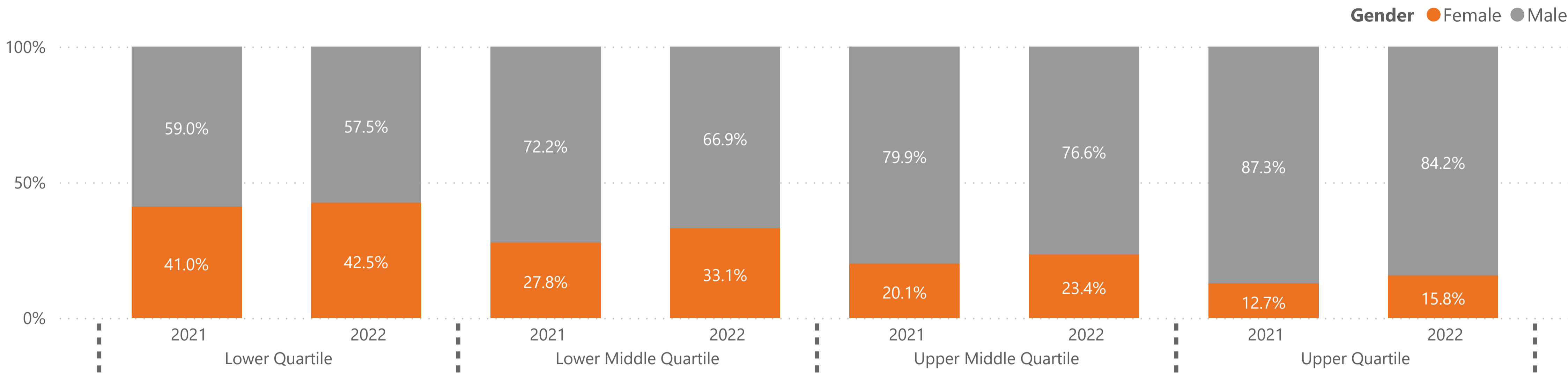
## 1. Executive Summary and Commentary

- Broadridge Financial Solutions Ltd currently has c 563 associates but this report reflects data from April 2022 with a headcount of 582. The business is predominately financial services technology and operations; Broadridge also has other group companies in the UK which do not meet the threshold for compliance.
- The business is approximately 26% female, 74% male, and Technology driven.
- Given the prevalence of male hires into technology roles there is a structural imbalance in the workforce with far more men in the top quartile pay band than women. This skews our gender pay gap.
- Hence the order in this report starts with pay bands and quartiles before reviewing pay and bonus gaps. All our team members are provided with a bonus scheme but may not have received a bonus within the year dependent on hiring date.
- The lack of senior female technologists and male dominated leadership is a focus area for Broadridge. We monitor our progress in hiring women and we regularly review our recruitment statistics to spotlight any gender pay gap issues at hire due to any imbalance of male senior hires. We are mindful of how to attract diverse talent. We have been much more successful at the entry level. We are also slowly improving senior female representation in the 3rd and 4th quartiles.
- We are looking to re-run a very well received Women's leadership course to maximize women's potential. In the past that has helped to prepare a number of high potential women for promotion. We also need to focus on senior women searches, and ensure our recruitment focuses on diversity.

# Gender Pay Reporting

## 2.1 Pay Quartiles

% Female and Male by Pay Quartile & Year

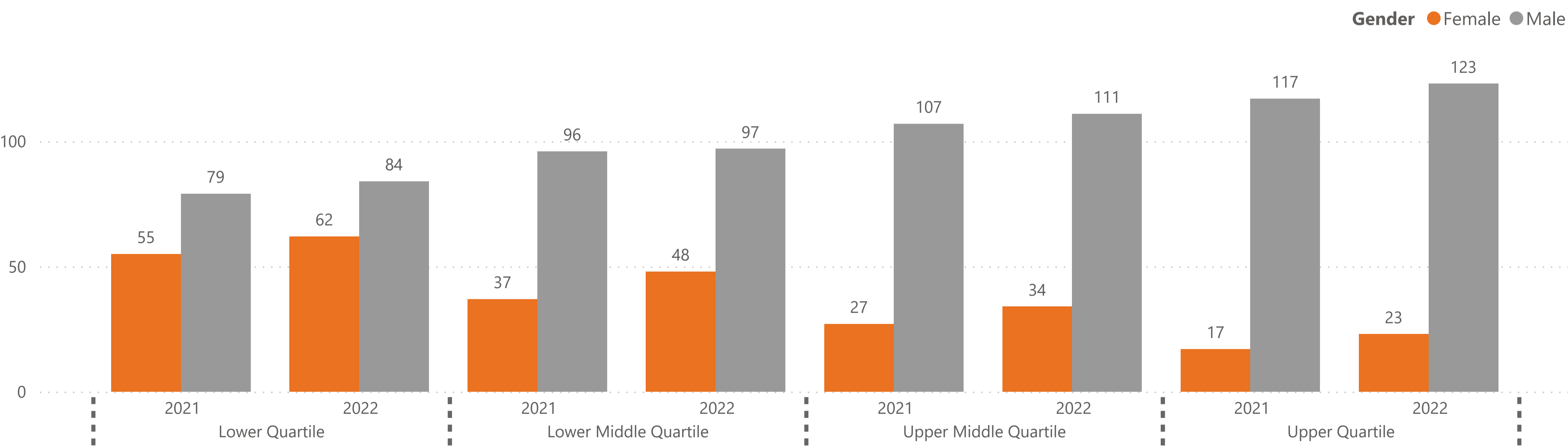


- The proportion of women compared to men in all bands has improved, albeit slowly.
- There is an increase of 3.1% women in band D (Upper Quartile). We are still hiring proportionally more senior men than women and the focus is now on reviewing senior job specifications to consider a wider pool of applicants.

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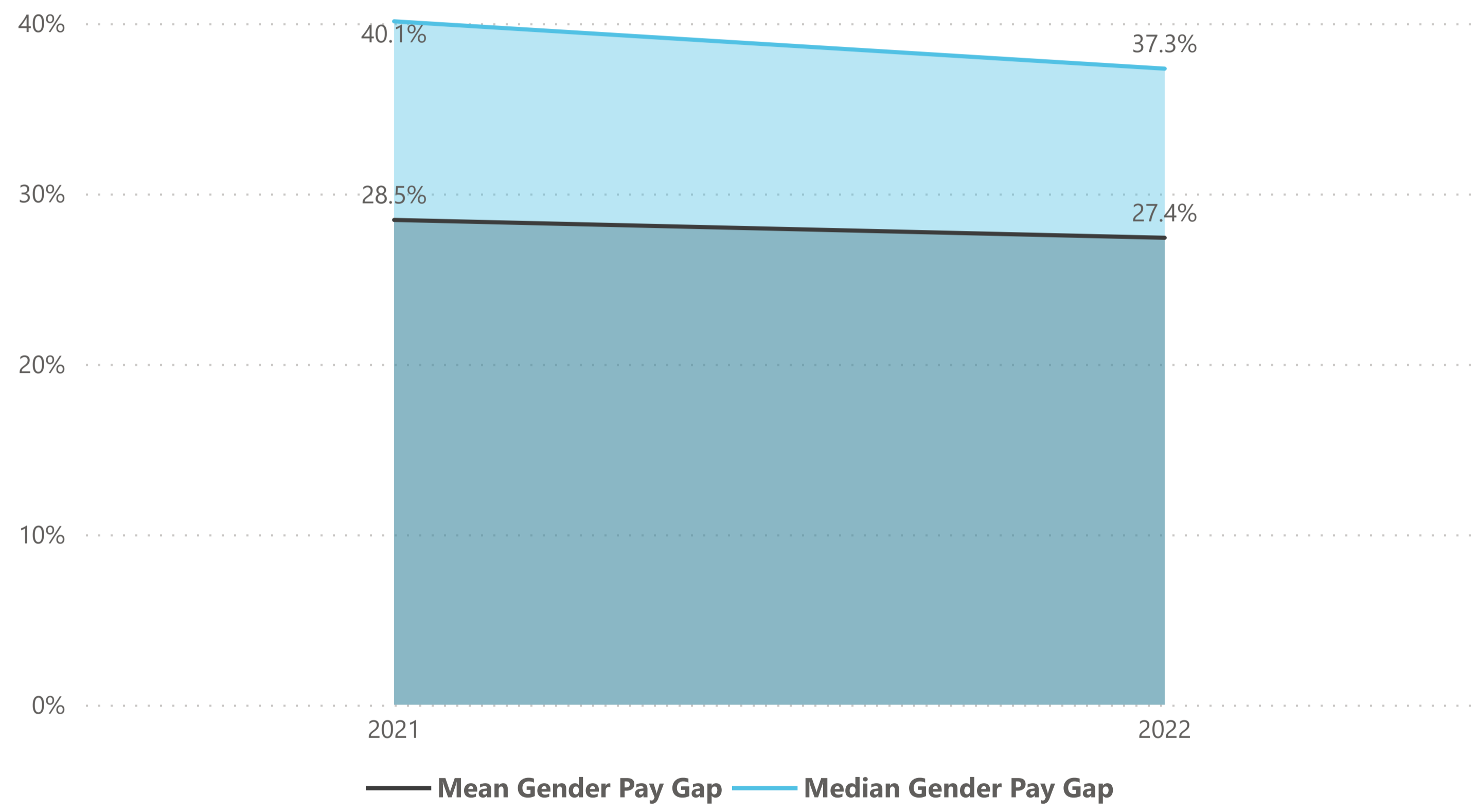
## 2.2 Pay Quartiles

Female and Male Count by Pay Quartile & Year



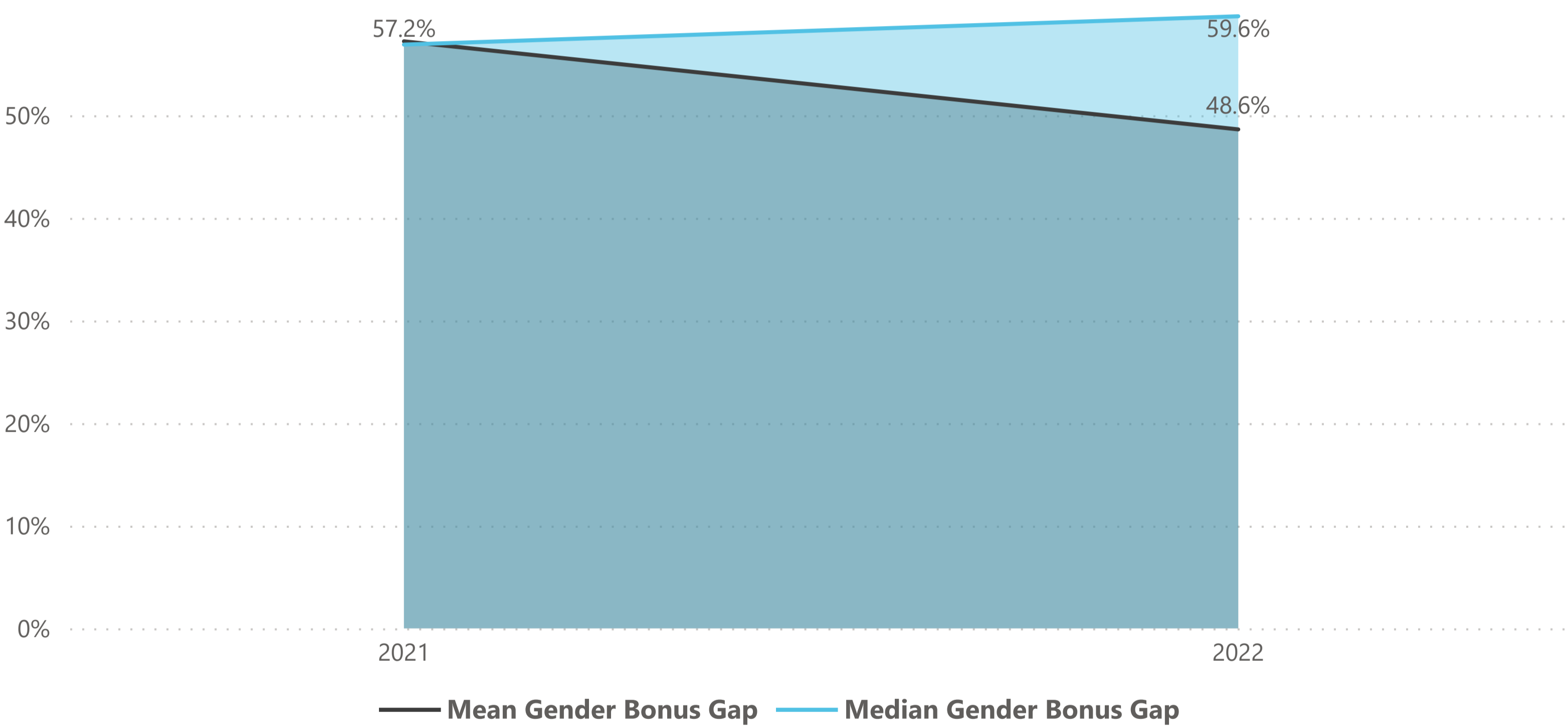
# Gender Pay Reporting

## 3. Mean (Average) and Median Gender Pay Gap Over the Last Two Years



# Gender Pay Reporting

## 4. Mean (Average) and Median Gender Bonus Gap Over the Last Two Years



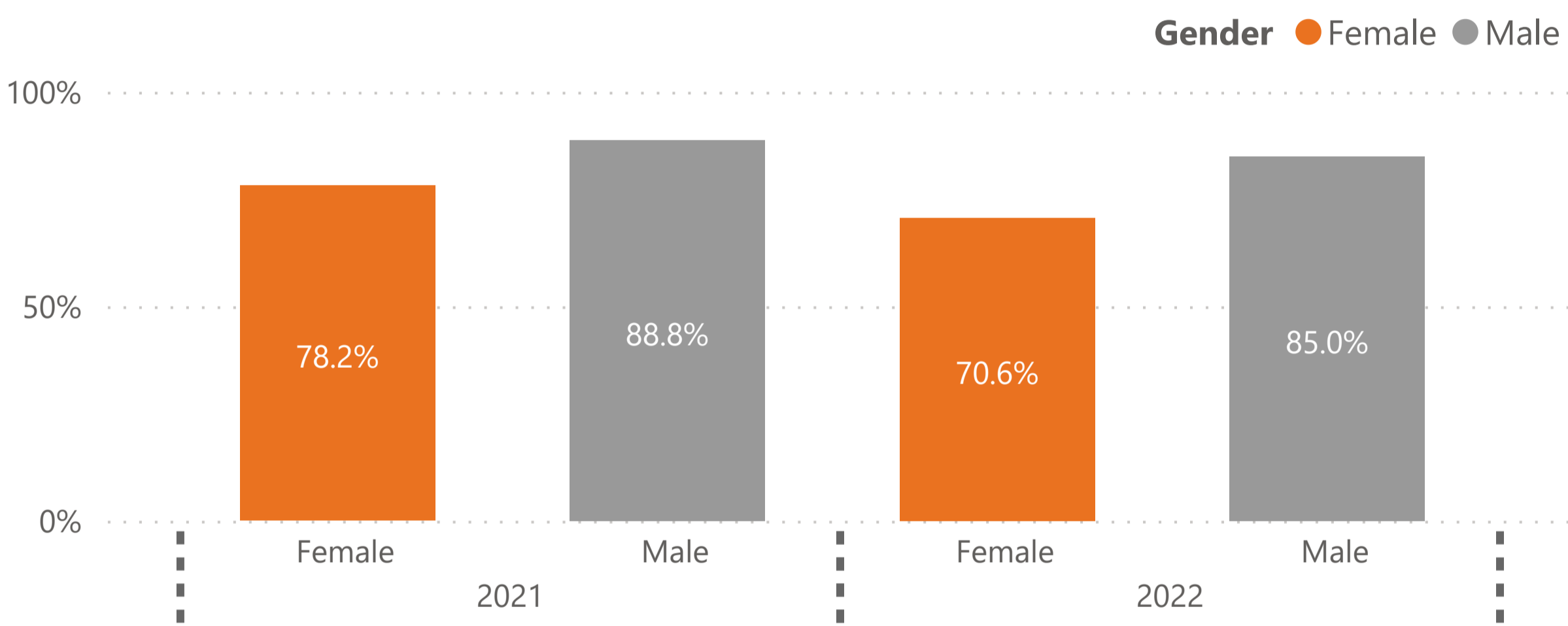
• The median bonus hits in Pay Quartile 2 for women and Pay Quartile 4 for men.

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## 5. Percentage of Employees Receiving a Bonus

Year	#Employees	#Employees Who Received Bonus	Percentage
2021			
Female	142	111	78.2%
Male	409	363	88.8%
2022			
Female	170	120	70.6%
Male	412	350	85.0%

% Employees Receiving a Bonus by Year & Gender



- Eligibility criteria to receive a bonus in the Fiscal Year:
  - Hired or approved for eligibility before 31st March of the Plan Year
  - Active associate on the last business day of the Plan Year (30th June)
  - Worked at least 90 days in the Fiscal Year
- All employees who meet the above criteria receive a bonus.

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## 6. Appendix

- Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.
- Broadridge Financial Solutions Ltd had 582 employees on the snapshot date 5th April 2022 and is the only employing entity in the UK that needs to report the gender pay gap.
- Relevant pay period: April 2022 payroll
- Relevant bonus period: April 2021 – March 2022 payrolls
- Full pay relevant employees: employees receiving full basic pay in April 2022 payroll for pay gap calculation (582 employees)
- Relevant employees: employed on the snapshot date used for bonus gap calculations (582 employees)
- Submission deadline: April 4, 2023

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## Director's Approval of Written Statement


This information is published on Broadridge's company website here:

- <https://www.broadridge.com/intl/legal/legal-statements>

and on the UK Government website here:

- [www.gov.uk/genderpaygap](http://www.gov.uk/genderpaygap)

Approved by Tom Carey, Company Director and President, Global Technology and Operations

Signed 

Date 06/06/2023