

# Gender Pay Gap 2024

Broadridge Ireland Ltd



# Gender Pay Gap 2024

## Snapshot Date

Snapshot Date	30 <sup>th</sup> June 2024
Reporting period - from:	1 <sup>st</sup> July 2023
Reporting period - to:	30 <sup>th</sup> June 2024

## Headcount

Headcount	Full-time employees	Part-time employees	Total employees	of whom are temporary
Male	127	0	127	2
Female	61	6	67	0
Other	0	0	0	0

## Gender Pay Gap in Hourly Remuneration

	Mean	Median
All Employees	10.81%	18.26%
Part Time Employees*		
Temporary Workers**		

\*There are no male employees working part time in our organisation, as a result a gender pay gap analysis for part time employees cannot be conducted.

\*\*There are no female temporary workers within our organisation, as a result a gender pay gap analysis for temporary workers cannot be conducted.

## Gender Pay Gap in Bonus Remuneration

	Mean	Median
<b>Bonus</b>	19.10%	37.64%

	Mean	Median
<b>% in receipt of a Bonus</b>	91.30%	92.60%
<b>% in receipt of a Benefit in Kind</b>	84.30%	80.90%

## Pay Quartiles

	Mean	Median
<b>Lower Quartile</b>	46.94%	53.06%
<b>Lower Middle Quartile</b>	64.60%	35.40%
<b>Upper Middle Quartile</b>	83.33%	16.67%
<b>Upper Quartile</b>	67.35%	32.65%

## Gender Pay Gap Statement

### Reasons for the difference to remuneration relating to gender

We have a mean gender pay gap of 10.81% and a median gender pay gap of 18.26% for hourly remuneration. The mean gender gap in bonus is 19.1% with a median of 37.64%.

Currently the headcount is split 65.5% male and 34.5% female. The upper quartile accounts for 67.4% males. These upper quartile roles account for a majority senior IT roles with longevity of service and/or extensive experience. Broadridge Ireland Limited has equal pay for men and women in equal roles, however the current disparity between number of males and females accounts for the mean gender pay gap. Broadridge remains committed to hiring and promoting females in the organisation to close this gender gap, taking measures as per below.

With IT focused roles, overtime is often required throughout the year. This is offered to all eligible employees. 58.3% of males and 41.6% of females availed of weekend overtime. 80% of males and 20% of females availed of weekday overtime. This led to an overall increase in pay for males.

### Measures taken to reduce or eliminate differences

Broadridge is an equal opportunities employer and adheres to the Employment Equality Act, 1998 prohibiting discrimination in the workplace. The majority of recruitment is conducted by our centralised Talent Acquisition department. The hiring team are focused on attracting talent within a fair, equitable and diverse structure applying fully inclusive practices throughout all stages of the recruitment process.

Broadridge is fully committed to promoting a positive and inclusive workplace and has an active Diversity, Equity and Inclusion (DEI) committee in place with representatives from Ireland. Broadridge Ireland established a “Women In Leadership” Chapter in 2023 which focuses on supporting and developing women in their careers. There is an annual Women In Technology campaign which celebrates women in the fintech workplace. Broadridge Ireland is also a strong supporter of working mothers with full maternity pay and parental support when they return to work, including the option for flexible work-life balance.