

# Gender Pay Reporting



# Gender Pay Reporting

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# Gender Pay Reporting

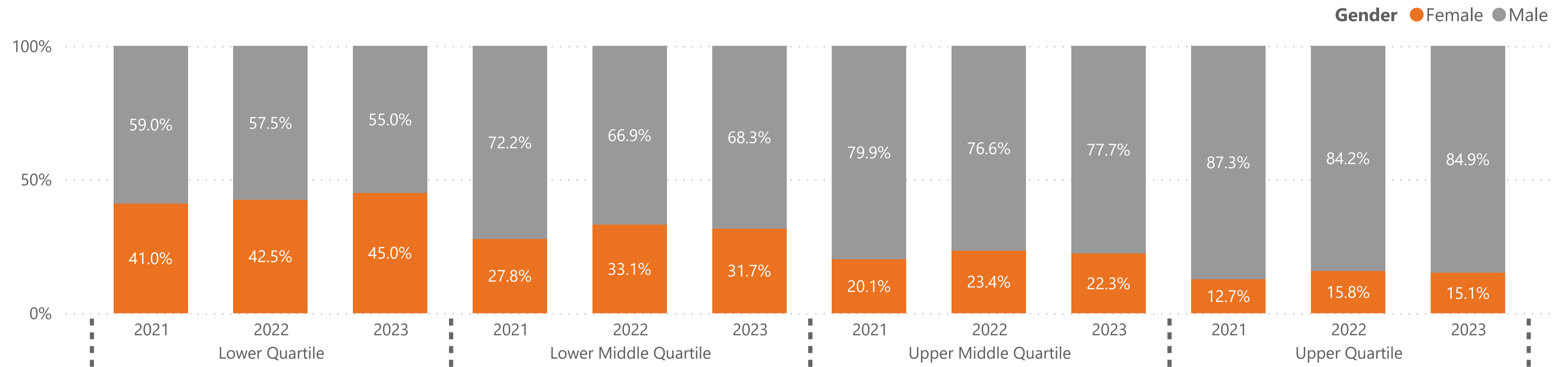
## 1. Executive Summary

- Broadridge Financial Solutions Ltd had 559 associates on the snapshot date 5th April 2023. 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 29% female, 71% 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.
- 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 have relaunched the Women's leadership programme to maximize women's potential. In the past this has helped to prepare a number of high potential women for promotion. We have also focused our recruitment efforts into hiring three females into executive roles, including an internal promotion.

# Gender Pay Reporting

## 2.1 Pay Quartiles

% Female and Male by Pay Quartile & Year

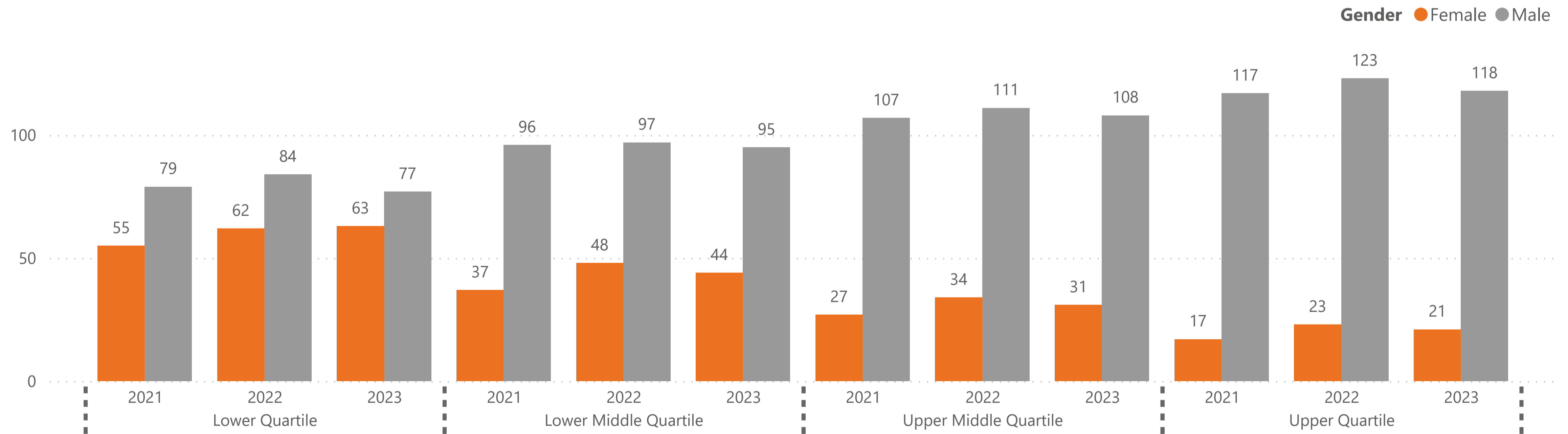


- The percentage of women compared to men has improved in the lower quartile and slightly decreased across all other quartiles

# Gender Pay Reporting

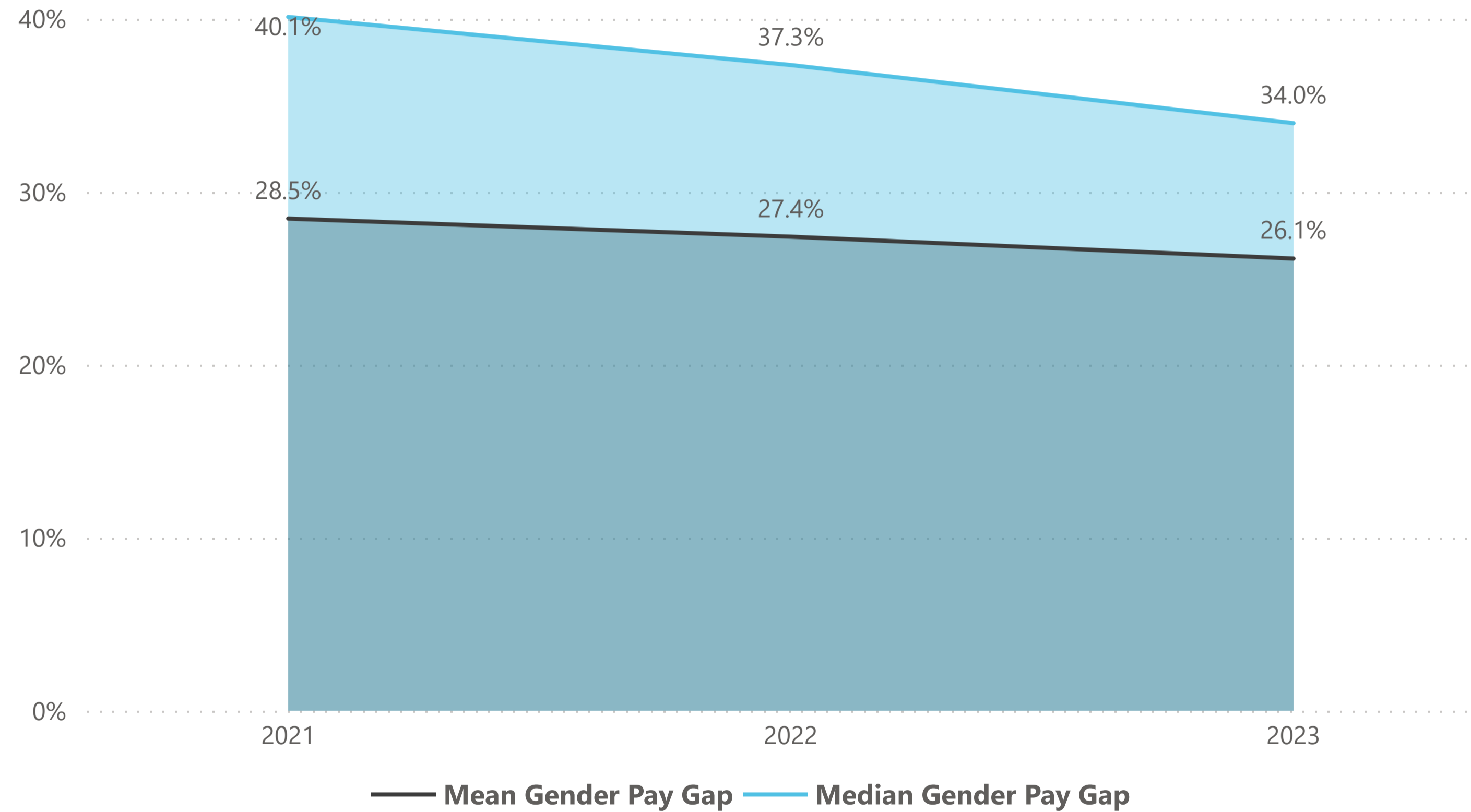
## 2.2 Pay Quartiles

### Female and Male Count by Pay Quartile & Year



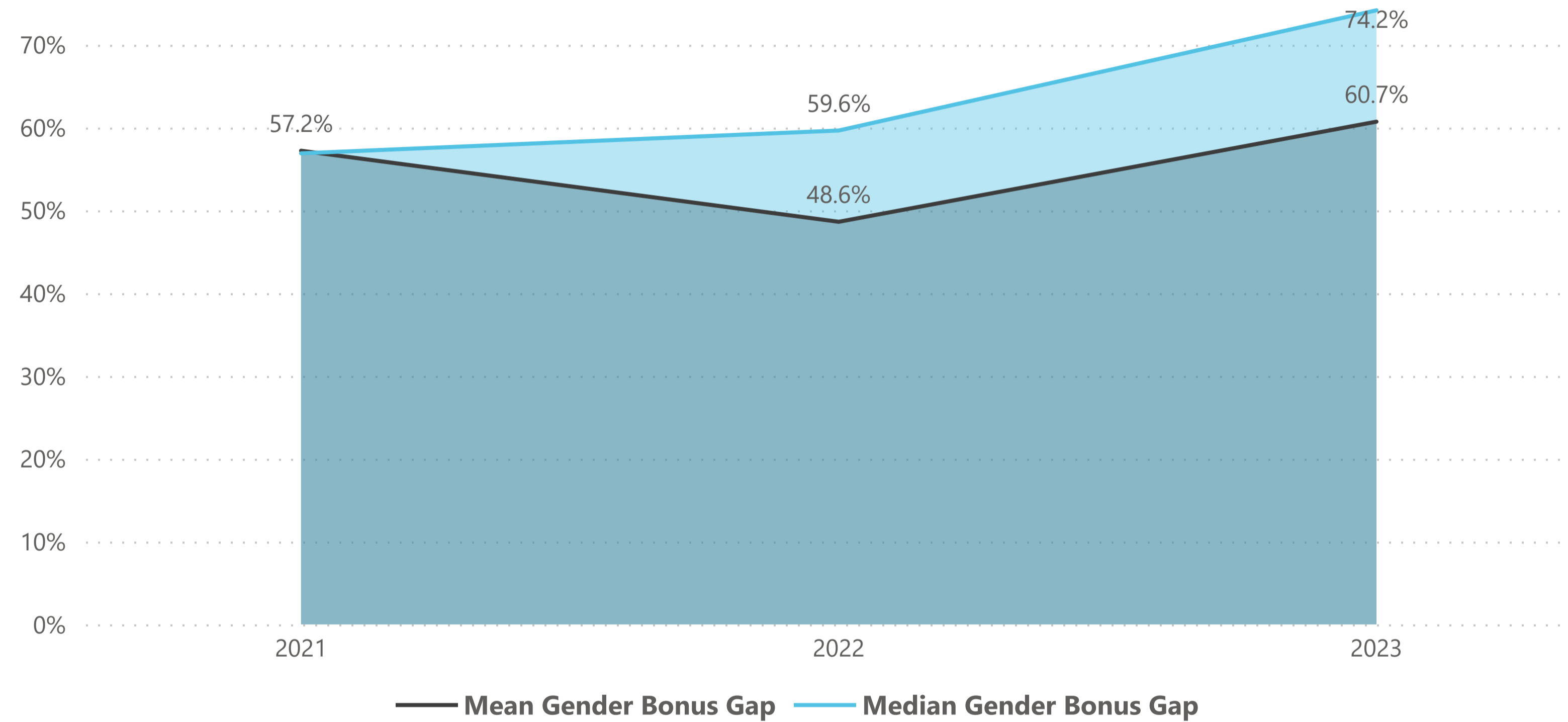
# Gender Pay Reporting

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



# Gender Pay Reporting

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

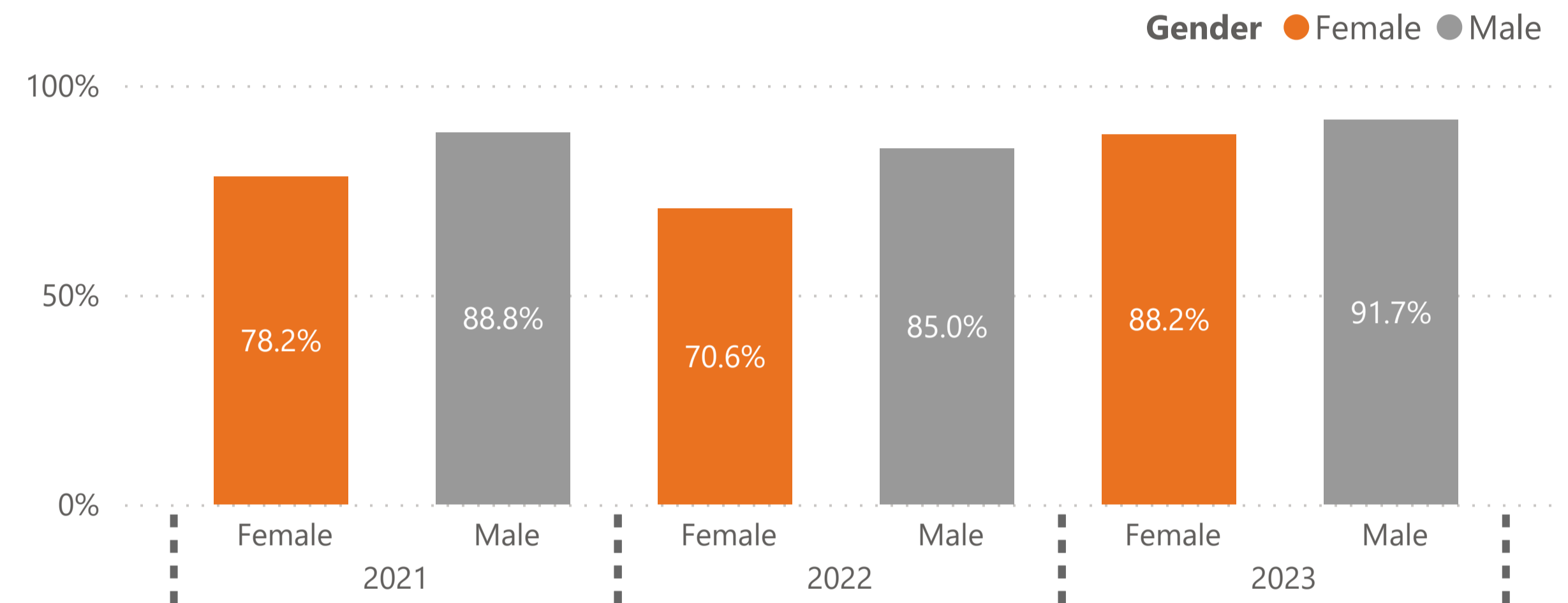


# Gender Pay Reporting

## 5. Percentage of Employees Receiving a Bonus

Year	#Employees	#Employees Who Received Bonus	Percentage
<b>2021</b>			
Female	142	111	78.2%
Male	409	363	88.8%
<b>2022</b>			
Female	170	120	70.6%
Male	412	350	85.0%
<b>2023</b>			
Female	161	142	88.2%
Male	398	365	91.7%

**% 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 557 employees on the snapshot date 5th April 2023 and is the only employing entity in the UK that needs to report the gender pay gap.
- Relevant pay period: April 2023 payroll
- Relevant bonus period: April 2022 – March 2023 payrolls
- Full pay relevant employees: employees receiving full basic pay in April 2023 payroll for pay gap calculation (557 employees)
- Relevant employees: employed on the snapshot date used for bonus gap calculations (559 employees)
- Submission deadline: April 4, 2024

# Gender Pay Reporting

## 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 04/04/2024