

HEDGESERV

Gender Pay Gap Report

Ireland 2023

Private & Confidential

HEDGESERV VALUES



Diversity, Equity 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 9.6%.

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, 33% female compared with 67% 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:

- 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.
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- 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 below, which we have implemented and will continue to assess to ensure an ongoing 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 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:

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.

Leadership Development: We have introduced additional tools to support our leadership team in relation to leadership styles, communication styles and developing further self-awareness. This also promotes more effective collaboration through recognizing different styles and approaches to leadership.

Wellness: During 2023 we placed a strong focus on female health and worked with external wellbeing experts to provide tools and supports to our female employees.

In 2024, we intend to 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.

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.

During 2023 our trained internal facilitators commenced delivery of Diversity, Equity, Inclusion, and Belonging workshops. These workshops continue to enhance the training already in place and are creating open discussions on the challenges and biases in place which can potentially impact gender inclusion through an interactive workshop for our employees.

All interviewers undergo interview skills training before commencing interviewing to ensure an inclusive process. Our interview training program has been further enhanced during 2023. 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 2023 with the opportunity for female employees to attend women in leadership training programs. This will be extended further in 2024. We are also providing additional opportunities for employees to attend workshops and seminars on a range of leadership topics through external providers.

During 2023 we ran a successful cultural diversity program with our employees, and we will continue to drive innovative diversity initiatives.

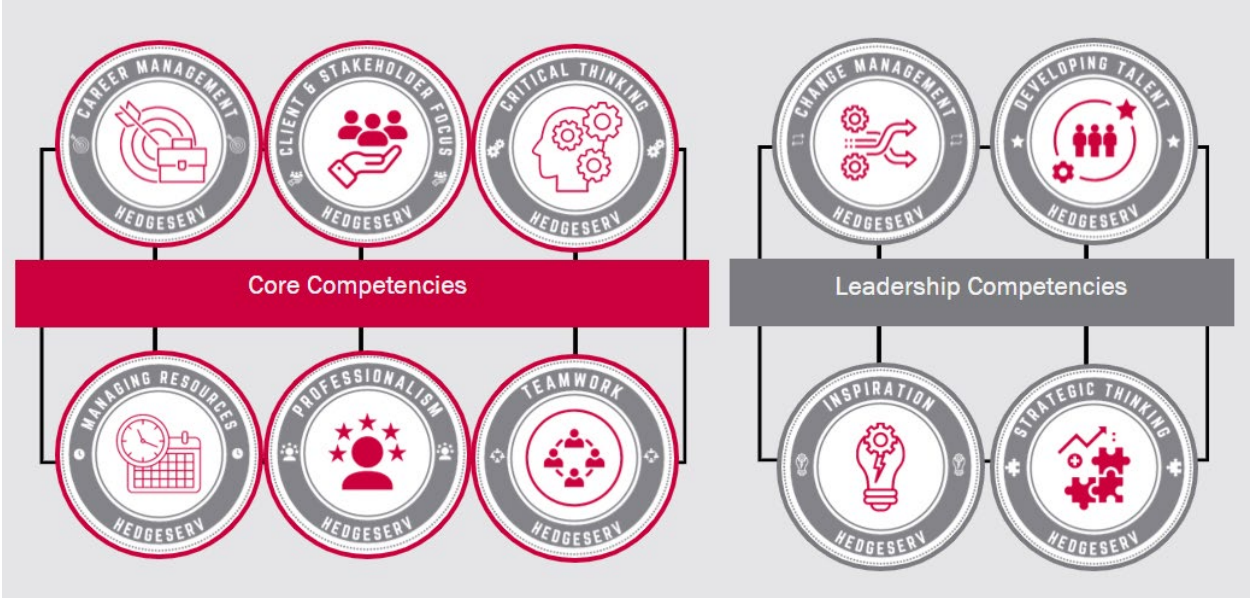
Competency Framework

In 2022, HedgeServ implemented a global Competency Framework, creating standard behaviors and expectations for all levels across the organization, 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.

During 2023 we have further enhanced our internal learning content to align with the competencies of the framework. This gives our employees at all levels of the organization equal opportunity to develop the skills and competencies required for each level.

We continue to embed these competencies into our culture and incorporate them into our processes. In 2023, we incorporated these competencies into the 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,

We are currently in the process of integrating our competencies into the talent acquisition process to provide further objective standards to ensure that all candidates are assessed equally.



HedgeServ Ireland Gender Pay Gap Figures – 2023

Snapshot date 30 June 2023

Mean gender pay gap (all):	9.6%
Median gender pay gap (all):	4.4%
Mean gender pay gap (part-time):	31.2%
Median gender pay gap (part-time):	31.8%
Mean gender pay gap (temporary contract):	1.76%
Median gender pay gap (temporary contract):	2.5%
Mean bonus gender pay gap (all):	5.92%
Median bonus gender pay gap (all):	5.83%

Category	Male	Female
Proportion receiving bonus remuneration	91%	93%
Proportion receiving a benefit in kind	92%	91%

Remuneration Quartiles	Male	Female
Lower Remuneration Quartile	61%	39%
Lower Middle Remuneration Quartile	59%	41%
Upper Middle Remuneration Quartile	59%	41%
Upper Remuneration Quartile	69%	31%