



UK gender pay gap reporting



What is gender pay gap reporting?

The government requires all UK companies with more than 250 employees to publish their gender pay figures. Within the IG Group, IG Index Ltd is the only UK company which employs more than 250 staff. This is IG Index Limited 's second year of reporting gender pay data and is based on data for April 2018.

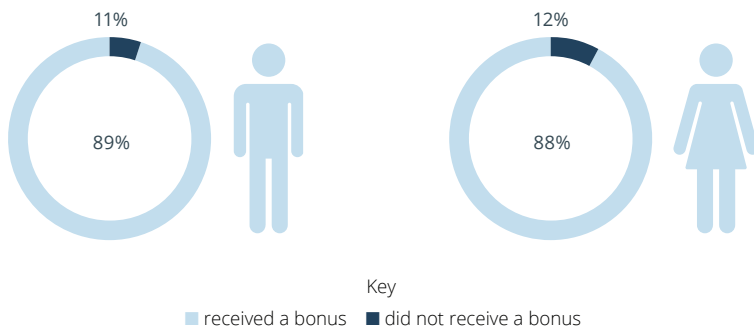
The table below shows the overall mean and median gender pay gap based on hourly rates of pay in April 2018 and compares these to April 2017. It also shows the mean and median difference between bonuses paid to men and women within IG Index Limited in the UK.

Pay and bonus gap

Difference between men and women (%)

	Mean		Median	
	2017	2018	2017	2018
Hourly fixed pay	15.6	15.6	21.6	21.4
Bonus paid	30.2	30.9	31.0	29.6

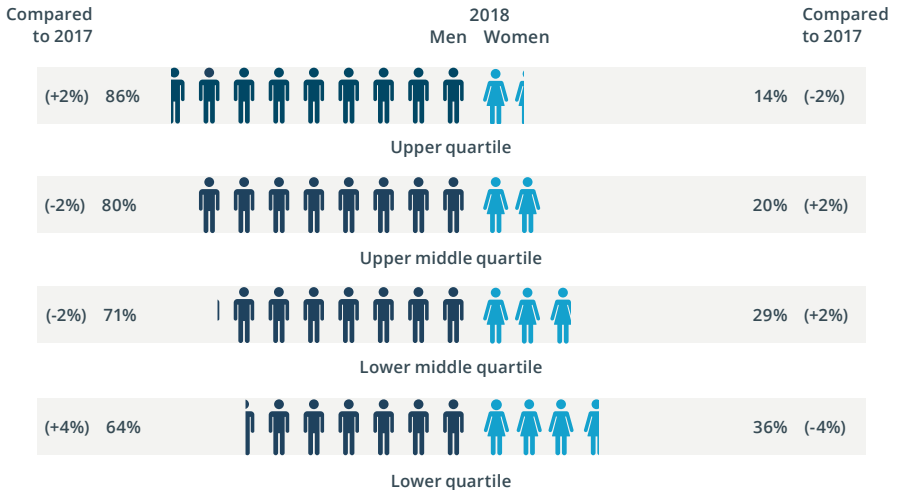
Employees receiving a bonus



This shows a 1% difference between the number of men and women being paid a bonus for their performance in the UK in the period.

Proportion of males and females in each pay quartile

The below illustrates the gender distribution in our UK business across four equally sized pay quartiles, each containing 177 employees.



Whilst our gender pay gap compared to our peers looks relatively favourable¹ we are as an organisation determined to sustainably address the gap that exists. Looking at our pay quartiles it's clear that there is not an equal distribution of men and women at all pay levels within IG, with significantly fewer female employees within the upper quartiles.

In 2018 women made up c.25% of our UK workforce. The result of low female representation in a relatively small workforce is that changes to one or a handful of roles or positions held by women at a senior level can have a relatively pronounced effect on mean pay and bonus gaps. The outcome of this is that our mean gap figures are more subject to volatility. Our aspiration is to achieve an even and more representative profile of women across all quartiles.

We are by no means complacent with the gender pay gap which exists at IG, but we anticipate moving these figures closer to parity will take time. Despite the above, in 2018 our mean pay gap has effectively remained unchanged, and the reduction in the median pay and bonus gaps are too small to allow us to draw any conclusions.

Our commitment to women in leadership positions is clear, evidenced by the appointment of June Felix as our CEO in October 2018. In addition, Bridget Messer was appointed to the board as an Executive Director on 1 June 2018. Following these appointments 36% of IG's board are female. Whilst we recognise that our pay quartiles have not changed significantly, we are confident that the actions we are taking to address the gap will deliver sustainable progress in the longer term.

¹ A House of Commons research briefing paper published in November states that for 2017 the gender pay gap for the Financial & Insurance sector came to 29.6%.

What we are doing about the gender pay gap

Over the last 12 months we have agreed a diversity and inclusion strategy with our board and initiated or extended key actions to address the gender pay gap. Whilst we are yet to see significant change we are confident that by focusing on engagement, enablement and selection processes we will start to see improvements in women's participation rates at senior management level over time. This in turn will impact the gender pay gap. Below is up an update to our key focus areas:

Women's network

Our women's network, IG Inspire, is now an active part of life at IG. Our global network organises internal events and provides access to external events for the community. A recently completed survey shows that women are finding the network and the opportunities being offered useful. The mentoring programme offered by the network has seen particularly good reaction from participants and importantly mentors too.

Fast-tracking development

We have formalised our leadership, management and coaching development programmes along with our Board exposure programme. We are now tracking participation by gender and in many programmes we are seeing improvement in the participation of women.

Recruitment approaches

We continue to refine our recruitment practices to be more engaging to women. Our employer brand, job profiles and search approach have been updated. We have also engaged with our recruitment partners to identify opportunities to work together and have implemented a number of ideas in the UK and abroad. This is an area we have identified for additional investment to accelerate change.

Future talent strategy

We continue to focus on increasing the participation of women on our graduate, apprentice and internship programmes. We have seen that our 'Explore IG' graduate assessment days are providing a good platform for increasing the number of women coming into our business and IT development programmes. We continue to invest in our partnership with CodeFirst:Girls, supporting the courses with our central London venue and providing some of our senior developers as course tutors. As a result we have hired several women who have attended these courses and are fast-tracking their development.