

Gender Pay Gap Report



What is the gender pay gap report?

The government requires all UK companies with more than 250 employees to publish their gender pay figures. These figures must be based on April pay data. This is IG Index Limited's eighth year of reporting gender pay data and is based on data for April 2024.

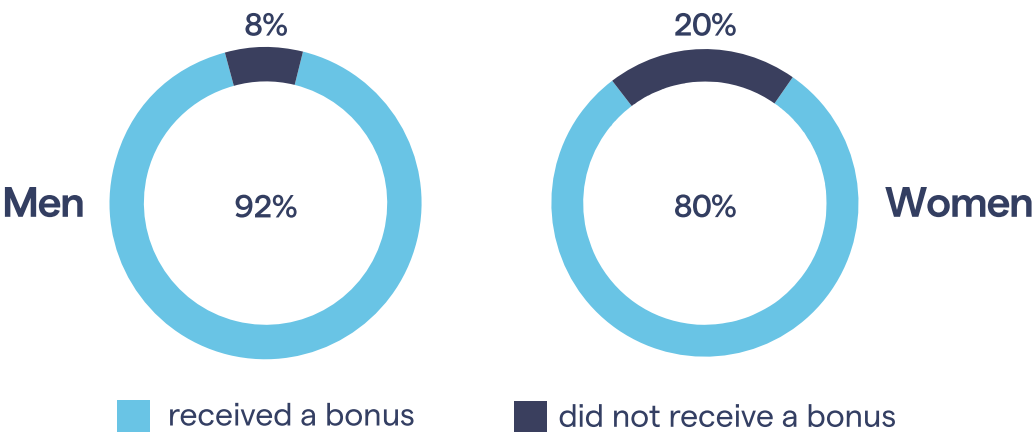
The table below shows our overall mean and median gender pay gap based on hourly rates of pay in April 2024 and compares these to April 2023. It also shows the mean and median difference between bonuses paid to men and women at IG in the UK with the same comparison.

Pay and Bonus Gap

% Difference between men and women

	Mean		Median	
	2024	2023	2024	2023
Hourly fixed pay	12.7	14.1	11.8	16.6
Bonus paid	45.0	38.6	28.0	40.4

Proportion of employees awarded a bonus



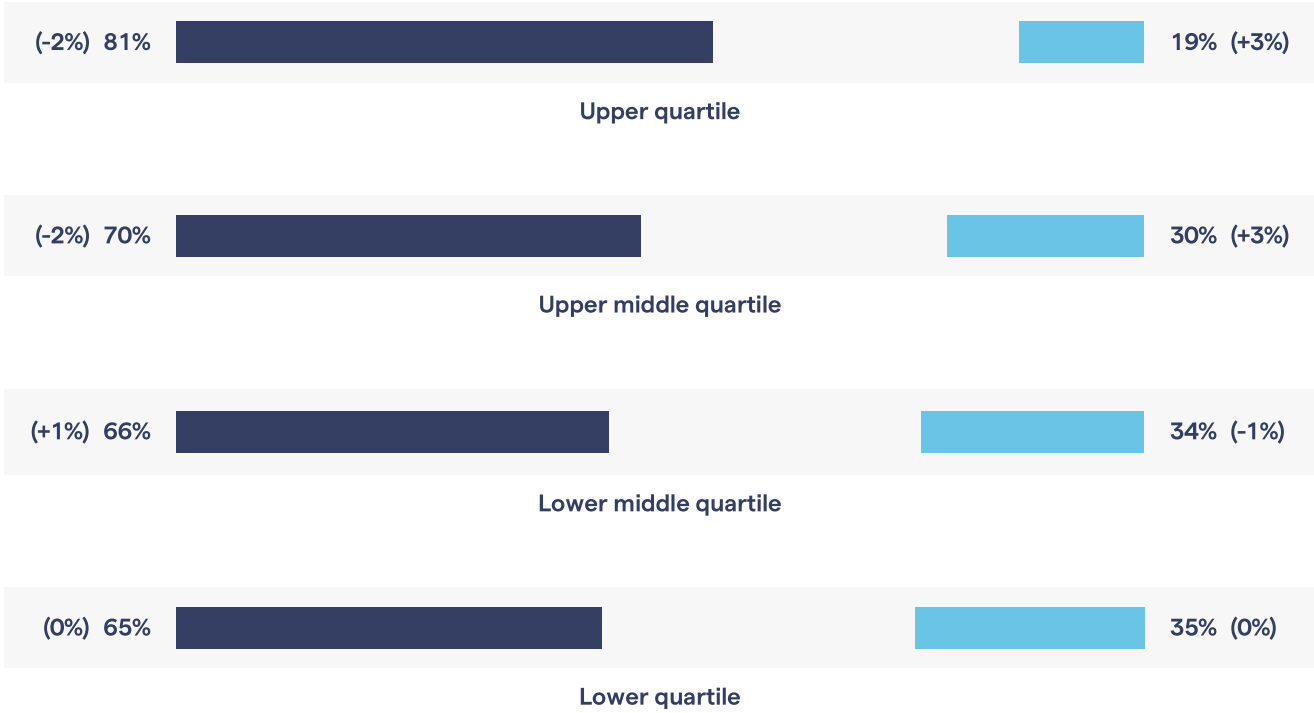
The proportion of both men and women receiving bonuses decreased this year compared to the previous year. However, the gap between the percentage of men and women receiving bonuses has widened. It's important to note that these figures are influenced by the number of female and male employees who joined and left the company during the period.

Pay Quartiles

The below illustrates the gender distribution in our UK business across four equally sized pay quartiles, each containing 161 employees. A significant milestone this year is the highest proportion of women represented in the upper quartile since we began UK gender pay gap reporting in 2017. This positive trend demonstrates progress in our efforts to increase female representation at senior levels and reinforces our commitment to creating a more equitable workplace.

Men compared to 2023

Women compared to 2023



We are pleased that we have continued to maintain materially lower median and mean pay gaps compared to our first year of reporting in 2017, as the table below shows. Whilst figures regressed in 2023, the 2024 data demonstrates a positive shift, indicating that the longer-term trend is very positive. This demonstrates that the actions we have taken over this period are having an impact.

	Mean	Median
2024 Reporting	12.7%	11.8%
2017 Reporting	15.6%	21.8%