



UK gender pay
gap reporting



What is gender pay gap reporting?

The government now requires all UK companies with more than 250 employees to publish aggregated pay figures for each gender. These figures must be based on April's pay data, with the first report relating to April 2017.

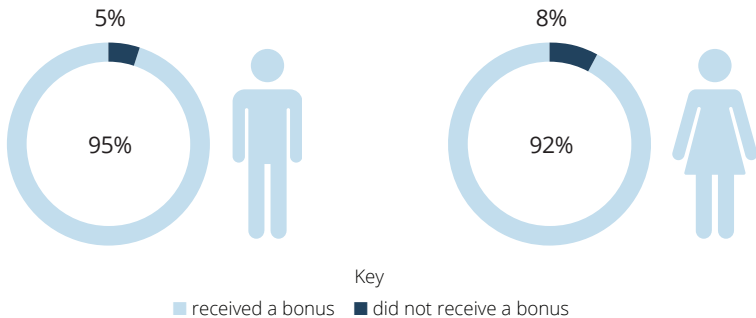
The table below shows our overall mean and median gender pay gap, based on hourly rates of pay in April 2017. It also shows the mean and median difference between bonuses paid to men and women at IG in the UK in the year up to 5 April 2017 (FY16).

Pay and bonus gap

Difference between men and women (%)

	Mean	Median
Hourly fixed pay	15.61	21.67
Bonus paid	30.21	31.05

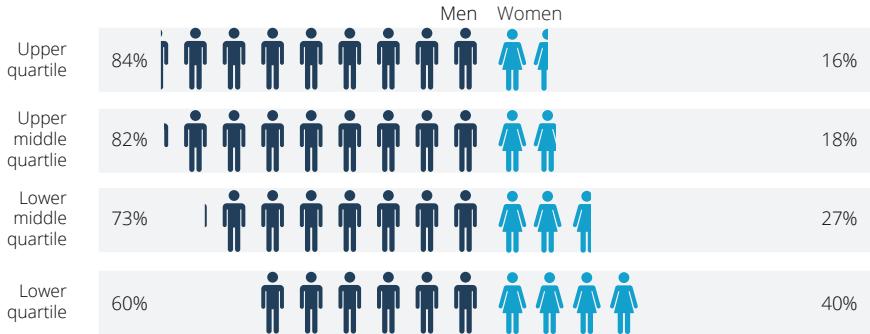
Employees receiving a bonus



This shows a 3% difference between the number of men and women being paid a bonus for their performance in the UK in FY16.

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 182 employees.



IG pays men and women equally for comparable roles across our business. Our gender pay gap is largely driven by the fact that we have more men than women in senior roles. We aspire to close the gender pay gap over time.

We are committed to having a representative workforce across all levels of the business. This commitment is evidenced by the fact that 22% of IG's executive committee and 33% of IG's non-executive directors are female. We know there is still more to do to ensure equal gender representation at senior and middle management level, and we are addressing this by building a gender-diverse talent pipeline throughout the organisation.

One of the drivers for lower levels of female representation in senior roles is the smaller female population within IG. In April 2017, 24% of IG's UK workforce was female and 49% of our UK workforce was working in IT roles. We believe this low level of female representation is consistent with other organisations that have a high predominance of IT roles.

To put this into context, within the technology sector in 2016 only 16% of computer science graduates in the UK were female¹. This level of female graduate talent presents a challenge for the technology sector. To address this and increase the recruitment of women in technology, we are actively engaging with organisations such as Code First Girls and supporting technology network events such as Women Who Code.

¹ Data taken from the WISE campaign for gender balance in science, technology & engineering, including higher education statistics, 2016.

What we are doing about the gender pay gap

We are undertaking a number of initiatives to address the imbalance, including:

Women's network

We established our women's network in January 2018, to act as a communication channel to senior management. This will help to ensure that senior management understand the experience of women better and can respond effectively.

Fast tracking development

We are targeting high-performing women for progression through a range of career and personal development tools and learning programmes. This includes our commitment to create a leadership programme for aspiring and current female managers.

Recruitment approaches

We are updating our recruitment methods to ensure we reach a broader talent pool.

Future talent strategy

We are in the process of implementing a recruitment strategy that combines a number of approaches to attract females into technology roles early in their careers.