



UK gender pay
gap reporting



What is the gender pay gap reporting?

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 third year of reporting gender pay data and is based on data for April 2019.

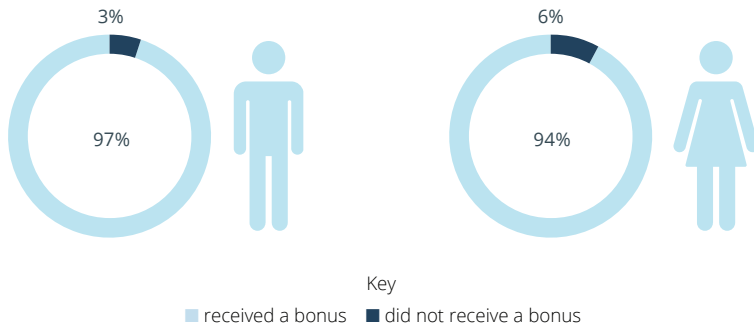
The table below shows our overall mean and median gender pay gap based on hourly rates of pay in April 2019 and compares these to April 2018. It also shows the mean and median difference between bonuses paid to men and women at IG in the UK with the same comparison.

Pay and bonus gap

Difference between men and women (%)

	Mean		Median	
	2019	2018	2019	2018
Hourly fixed pay	20.1	15.6	22.0	21.4
Bonus paid	47.3	30.9	38.6	29.6

Proportion of employees awarded a bonus in FY18



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

The UK Gender Pay Gap legislation requires that businesses report their data on a company by company basis. The reporting detailed here relates to the employees of IG Index Limited.

IG's Executive Directors are employed by IG Group Limited. Bridget Messer (CCO) was appointed as an Executive Director on 1 June 2018 and June Felix (CEO) was appointed on 30 October 2018. As a result IG's official mean gender pay gap figure does not include the salaries of Bridget or June and therefore we have provided an adjusted mean figure which does include their salaries and the salaries of IG's other two Executive Directors which shows an improvement year on year to the mean gap.

Difference between men and women (%)

	Mean 2019	Adjusted Mean 2019*	Mean 2018	Adjusted Mean 2018*
Hourly fixed pay	20.1	15.2	15.6	18.3

* These revised figures include IG's executive directors who are officially excluded due to their employing entity

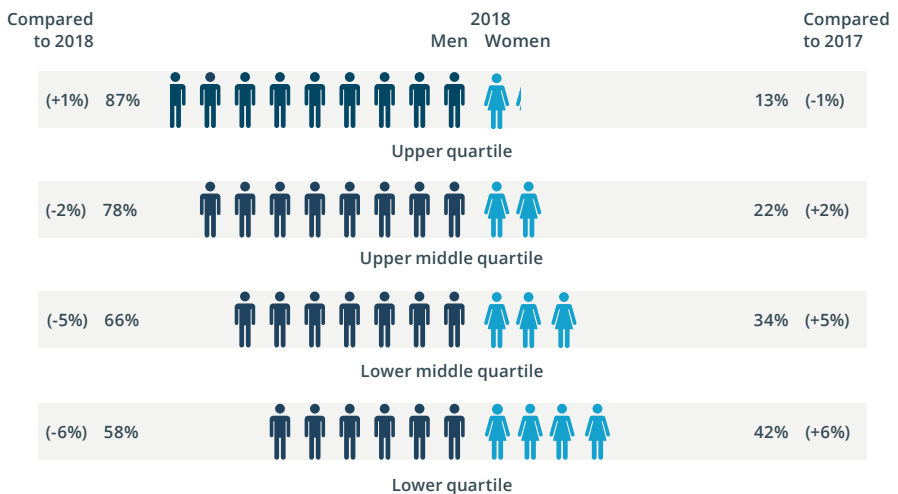
At the end of April 2019 women made up c.29% of our UK workforce (and 31% globally), this represents a small increase versus last year but it is still lower than we would like. This relatively low representation makes our gender pay figures subject to increased volatility. Our aspiration continues to be to achieve a more representative profile of women across the business. This is demonstrated by our "One IG" goal of increasing global female representation at IG by 5% over two years.

IG's Financial Year 2018 (FY18) was our most successful to date. The bonus data reported herein relates primarily to FY18. In years which our business performs well, as you would expect, employees who receive performance related sales bonuses tend to receive relatively higher bonus payouts.

Pay Quartiles

In FY18 the majority of employees on our sales plans were male (85%). As a result, this helped to contribute towards the mean and (to a lesser extent) the median bonus gaps being further skewed towards men when compared to a typical year. In addition, as illustrated by the pay quartiles, with more men holding senior roles within IG and with a greater proportion of the group bonus pool going to senior employees in a good year this skew to men was further compounded.

The below illustrates the gender distribution in our UK business across four equally sized pay quartiles, each containing 181 employees.



Summary:

- As illustrated this data shows an overall increase in female representation at IG in the UK.

Whilst our pay quartiles show that there is not an equal distribution of men and women at all pay levels within IG, we are pleased that there has been overall increase in female representation. The shift to higher to female representation at the lower and lower middle pay quartiles illustrate increased female recruitment within IG in the UK.

Lack of gender balance in our workforce is a key factor in driving the gender pay gap. And its clear that we have more to do in order to improve. However, we are sure that the actions we are taking to address the gap that exists will over the long term help to reduce this.

What we are doing about the gender pay gap

IG continues to undertake a number of activities across our business to promote a more diverse and inclusive environment and to help develop the female talent we have.

One IG Goals

We have collaborated with our global leadership team to create a group wide goal to improve gender diversity. This saw our senior leaders using internal and external data to inform their personal goals. These plans were rolled-up to create our group goal of improving female representation by 5% for July 2021. Over the first six months we have seen a positive trend towards achieving this goal.

Developing Women's Network, Inspire

Established in January 2018, the network has helped to provide almost 35 women across the group with senior mentors and provided access to internal and external development experiences. Recently the women's network has begun sponsoring business knowledge and skills workshops that are internally delivered.

Supporting Parents and Carers

We have launched a new network to support parents and carers at IG. Called IG PACT (Parents and Carers Together) the network addresses specific issues that impact women and their partners in balancing work and family life.

Recruitment Approaches

We have created group wide standards for impartial selection through the implementation of HireVue, a technology that supports performance based screening and selection. We continue to invest in partnerships with external network organisations such as: Code:First:Girls, Women Who Code and Everywoman in Risk. We have seen success in our graduate programme and continue to strive for gender balance across this programme.