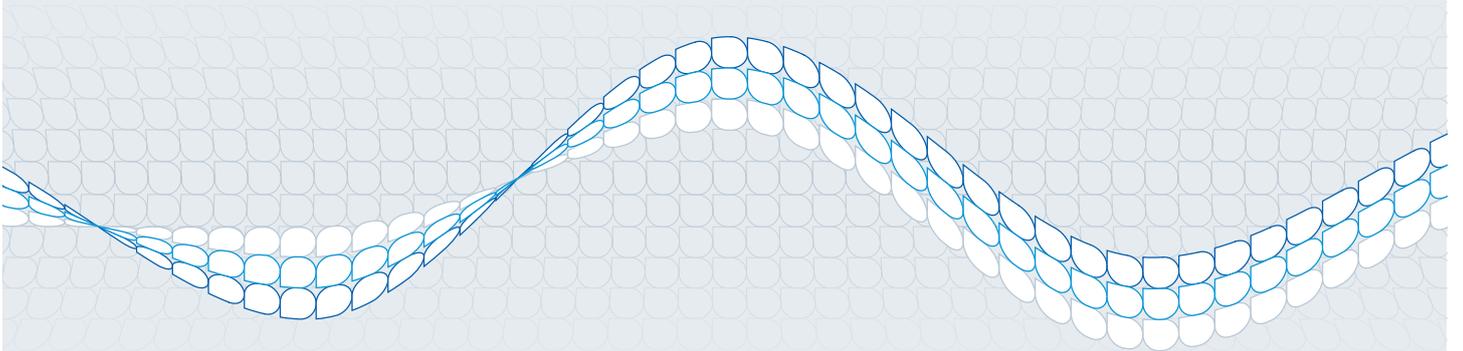


TDX Group

gender pay gap reports



2018/19 and 2019/20



TDX Group is committed to being an inclusive employer that embraces equality and diversity. Providing an open, transparent and accountable environment is a key step to enabling this in our treatment of employees, and this extends to equality and diversity.

Gender pay reporting regulations give us the opportunity to share our record in this area and to reinforce our commitment to reducing the gaps reported.

The following report includes our April 2018/19 and April 2019/20 gender pay gaps, and the progress and measures we have been taking since first publishing our 2017 data.

The data and information presented are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

John Garside
HR Director – Europe
Equifax

Our gender pay gap for April 2020 was:

Hourly rate

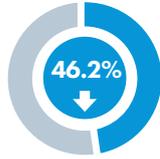


Median

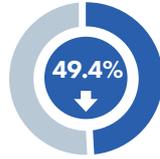


Mean

Bonus

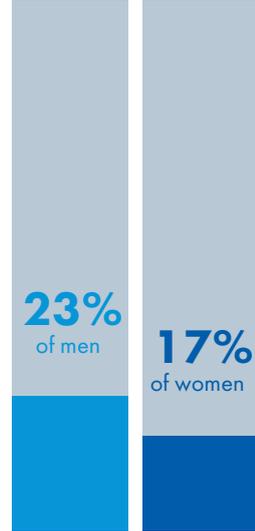


Median

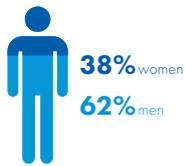


Mean

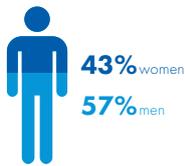
Who received bonus pay



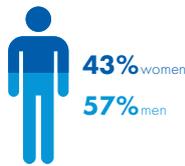
Our gender representation by pay quartiles at April 2020



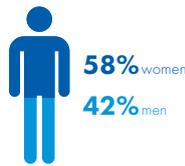
Top quartile



Upper middle quartile



Lower middle quartile



Lower quartile

Our gender pay gap for April 2019 was:

Hourly rate

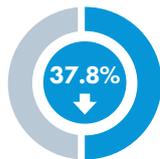


Median



Mean

Bonus

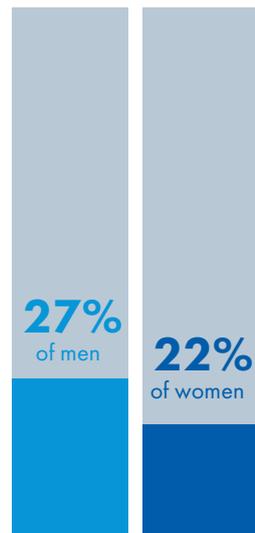


Median

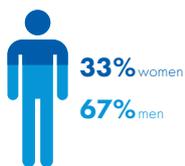


Mean

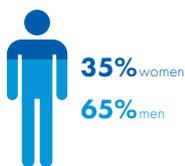
Who received bonus pay



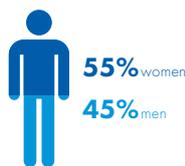
Our gender representation by pay quartiles at April 2019



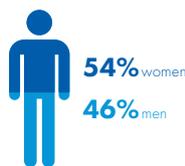
Top quartile



Upper middle quartile



Lower middle quartile



Lower quartile

We all have to play our part to create a fairer and more equal society. One key challenge that TDX Group can help with, is to significantly increase the number of women in senior roles.

A diverse leadership team is good for business, innovation, decision making, and will support us in attracting a wide range of talented people into the business.

We have a distance still to travel to meet our ambitions for 2023. There are some positive changes in our TDX Group 2019/2020 reporting versus our baseline startpoint, however we must continue and step up our actions to close the gap.

We are reinvigorating our wider Inclusion & Diversity programme. Gender is one of our primary pillars within this activity.

Our talent and succession planning practices are continuing to evolve and develop. Being a great place to work means providing the right opportunities to thrive and offering professional development. Our intent is that TDX Group be a leading employer that meets the long-term career aspirations of our people, whatever a colleague's background.

We're committed to enabling a greater diversity of colleagues reaching and excelling at senior level roles in the business.

TDX Group – our gender pay gap

We do not have a strong overall year-on-year trend of improvement. Our focus on driving change must continue.



“For 2019 and 2020, our reported mean hourly rates showed a **23% and a 12% pay gap respectively.**”

For 2019 and 2020, our reported mean hourly rates showed a 23% and a 12% pay gap respectively, and our median hourly rate showed a 19% pay gap for 2019 and 12% for 2020. These are positive year-on-year improvements compared to our baseline in 2017 of 31% for mean hourly rates and a 29% gap for median hourly rate that year.

Our 2017 mean bonus figure was 67%, in 2020 it is 49%. In 2017 our median bonus pay gap was 40%, in 2020 it is 46%.

Progress in these areas will be determined by an increased gender balance across senior level roles in our business, which will have a positive impact on reducing and eliminating our gender pay gaps in the longer-term.

TDX Group – our actions

We will continue to ensure our focus is on measures that will tackle the gender pay gap.

How will we address ongoing gaps and disparities in the gender balance at more senior levels in the business?

Steps to improve our gender pay gap

In our first gender pay gap report, we set out a number of steps to address our gaps, and we're committed to maintaining action and striving to meet our goals. We have also targeted milestones as part of our signatory status for HM Treasury's Women in Finance Charter. There are a number of paths to bringing improvement. We'll continue with our succession planning and career development to ensure the upward movement required to enable us to reach our objectives. An important step is having diverse slate targets for sourcing of candidates and at the interview stage for company entry and at a more senior level.

Without a universal and quick route to closing the gender pay gap in society and our industry, we are increasing the pace and breadth of activities to reach our targets. These include our flexible working policies, unconscious bias training, successional planning and creating an environment of open and honest communication, focusing on the engagement, development and wellbeing of our people.

We regularly review and update our maternity, paternity and shared parental leave approach, with the introduction of Parental Ambassadors to help support employees rejoining the workforce after their leave. Our focus on driving change remains strong for everyone at TDX Group, whatever their gender.

We are committed to embedding and extending our current flexible working practices in line with the ever changing face of employment.

In 2021, at the time of publication, this has meant we have been supportive, wherever practical, to colleague flexibility during the COVID-19 pandemic.



“In our first gender pay gap report, we set out a number of steps to address our gaps, and we're committed to maintaining action and striving to meet our goals”



“We want to champion diversity and inclusion and be a driver for change.”

Our senior managers have undergone recent Unconscious Bias Training focussing on preconceived notions we each may have and potential impacts on our decision making and behaviour.

TDX Group is part of Equifax Inc. (our parent organisation), and we benefit from participation and opportunities as part of a global network. Our global CEO, Mark Begor, has set a strong example with the diversity of appointments made to the global leadership team, and his strong advocacy within internal and external Inclusion & Diversity updates and meetings.

We’re committed to replicating this in the UK, and we also support best practice sharing for Inclusion & Diversity and our own learnings from other organisations. As an example in February 2021 Equifax UK’s Chief Commercial Officer, Johanna Edwards participated in a panel discussion with representatives of Lloyds Bank, Nationwide and Tata Consultancy Services around Allyship in Inclusion & Diversity.

TDX Group is an Equifax company serving the UK market. As part of Equifax we have location sites in Leeds, London, Nottingham and also in Wexford, Ireland. We provide data, technology and advisory solutions that improve the performance of businesses in the debt industry and we work closely with colleagues in credit rating, part of the wider business. Colleagues across both business areas share best practice, resources and opportunities, and we benefit from working together to address our gender pay alignment.

We are focused on enabling a wider pool of colleagues to engage and participate in all of our Inclusion & Diversity work. We all develop by learning from each other. A strong recent focus is our work on women in leadership and specifically on career development. We launched in late 2020 a new learning series, open to all colleagues. We ensure we feature a diversity of speakers and at least 50% of these sessions are led by women leaders, whether internal or external to TDX Group. We also have an active global Women’s network, and in 2021 are part of a newly launched UK & Ireland Women’s Career Development Network.

Explaining the terms

* **Quartile** – A quartile in the case of gender pay reporting is all employees and salaries in the company in a long list from the highest salary to the lowest, and then split equally into quarters. The upper quartile being the top 25% highest earners, upper middle is the next 25%, etc.

** **Mean** – the mean and median are both types of average. For the purposes of gender pay reporting, the mean is all the male salaries added up and then divided by the number of men working in the organisation. You then do the same for female employees. An example would be: £22,000 + £28,000 + £35,000 + £40,000 + £59,000 ÷ 5 = the mean value is £36,800.

*** **Median** – the mean and median are both types of average. The median is the middle salary value when you have put them in value order from highest to lowest. For the purposes of gender pay reporting, the median is the middle salary when you line up all the male salaries in value order. You then do the same for female employees. An example would be: £22,000, £28,000, £35,000, £40,000, £59,000. The median value is £35,000.

Sources: ONS Annual Survey of Hours and Earnings; gender-pay-gap.service.gov.uk