

FIRST DERIVATIVES 2019 GENDER PAY GAP REPORT



Seamus Keating
CEO

We are proud of our track record of attracting and retaining the best talent and of our industry-leading training and development programmes, which enable FD to develop and deliver software and services that exceed the expectations of our clients. Central to our ethos is that FD is a meritocracy, where skill and hard work are rewarded with fair rewards and an exciting career path that challenges and stimulates.

Whilst the figures outlined represent our UK population, we are actively working on a gender pay gap report that reflects the FD Group across the globe. It is vital that all our employees are valued and supported, without bias or discrimination of any kind, and we have systems in place to ensure that is the case. We recognise that more has to be done, particularly to increase the representation of women in senior management roles. We see this as a multi-year programme and have an action plan in place for the current year to further this goal. We are committed to the development of all our employees to enable them to reach their maximum potential, including greater gender diversity throughout FD.

1,483 UK workforce: **71.61% male & 28.39% female**

Key Actions and Highlights 2018-2019

- Maintained a gender ratio of 70% male and 30% female, well ahead of the industry in which we operate.
- Successfully launched FD Women's Network Globally
- Hosted 5 FD Women in Tech events for FD Employees Globally
- Awarded Diversity Mark NI Charter Mark which demonstrated our commitment to Gender Diversity.
- Sponsored "Women who Code" event supporting careers in coding for Women

Best Professional in Business Award Winner **Victoria Shanks**



Victoria Shanks
Executive Director
and Global Head of
Kx Services

"I am proud to be part of an organisation which encourages recognition of employees at all levels. FD provides global support for employees to accelerate their careers, we recognise talent very early and often Juniors operate at a level which belies their years of experience. The number of awards our employees are shortlisted for globally is testament to the calibre of our people."

Women's Network Advocate **Elizabeth Toner**



Elizabeth Toner
VP of Global Talent

"Being part of the FD Women's Network has provided a fantastic platform and internal support network to promote and encourage the success of our women. I am proud to be the champion for an initiative advancing diversity and inclusion in FD."

Results Summary

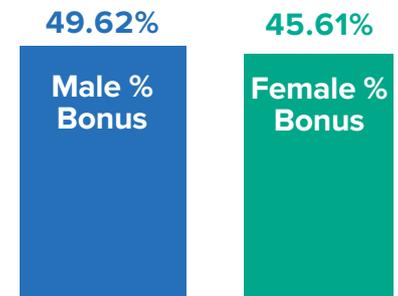
Gender Pay Gap – Bonus Breakdown

Gender Pay Gap - Mean and Median Figures

The table below shows the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5 April 2019). It also captures the mean and median difference between bonuses paid to men and women at First Derivatives PLC for the financial year 2018-2019.

	Mean Pay Gap	Median Pay Gap
Hourly fixed pay	18.48%	7.42%
Bonus Paid	47.42%	18.75%

The proportion of men and women receiving a bonus in Financial Year 2018-19 is as follows:



Gender Pay Gap - Quartile Split

The gender split among the Company's **1,483 UK workforce** is **71.61% male** and **28.39% female**.

	Male	Female	Total	Mean Gender Gap as %
Lower Quartile	68.73%	31.27%	371	5.07
Middle Quartile	71.70%	28.30%	371	0.42
Upper Middle Quartile	67.39%	32.61%	371	2.81
Upper Quartile	78.65%	21.35%	370	18.53

HR Director Summary

Advancing diversity and inclusion at First Derivatives remains high on the agenda of the Board and is supported by the senior management team. In 2018 we set ourselves a detailed action plan to introduce measures across the business to enable us to reduce the gender pay gap. 2018 – 2019 was a good year for FD as we delivered positive progress with our action plan. While our figures represented a nominal increase across all quartiles, we saw a significant improvement in the median pay gap on bonuses with a reduction from 26.05% to 18.75%. Having delivered a number of key actions we are proud of the strides we have made this year and recognise the journey ahead to achieving continued reductions in each quartile.

Underpinning the success of our business is attracting, retaining and developing the best talent available. We are proud of the talent and abilities of our employees and we proactively support this through learning and development, career development, promotion and recognition. Our action plan for the year is central to attracting and retaining top talent. We remain committed to closing the gap on gender pay across the business and will work hard in the year ahead in an effort to achieve this.



Catherine Harrison
HR Director

Action Plan 2019-2020

1. Improve promotions process and feedback to help our women develop internally
2. Set Target of 50/50 Male/Female Graduate recruitment for 2019/2020 to help nurture the organic growth of female leaders from entry level.
3. Launch FD Women's mentoring Programme for University level students to provide insight into the Fintech world and outline the skills that are required to succeed in the industry as well as attracting those women to come and work for FD.
4. Introduce Enhanced Maternity Pay
5. Introduce Maternity Returners process
6. Showcase our FD women through Award Nominations
7. Improve social media campaign showcasing FD woman and careers in Fintech at all levels