

## LEGISLATIVE REQUIREMENT

Under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, DTCC is required to publish their gender pay gap for DTCC Europe Limited, consisting of at least 250 employees in the UK.

The gender pay gap is a measure of the difference in earnings between males and females by calculating female average earnings as a percentage of male average earnings. Under this legislation, DTCC is also required to report the representation of males and females in four equally divided quartiles and the proportion of males and females awarded a bonus.

**“While DTCC has always employed gender neutral pay practices, over the last few years it has taken a much more targeted and active approach to achieve greater pay parity between genders, resulting in improvements in pay equity within the organization.”**

**Anthony Portannese**  
Chief Human Resources Officer

# DTCC UK GENDER PAY GAP REPORT

# 2020

## GENDER PAY REPORTING

This report highlights the difference in average pay between males and females, irrespective of compensation drivers such as location, role, responsibilities and level in organisation or years of experience. Gender pay is the average difference in pay between men and women spread across an organisation. Equal pay refers to men and women receiving the same pay for similar or comparable work. Gender pay and equal pay differ and should not be confused with one another.

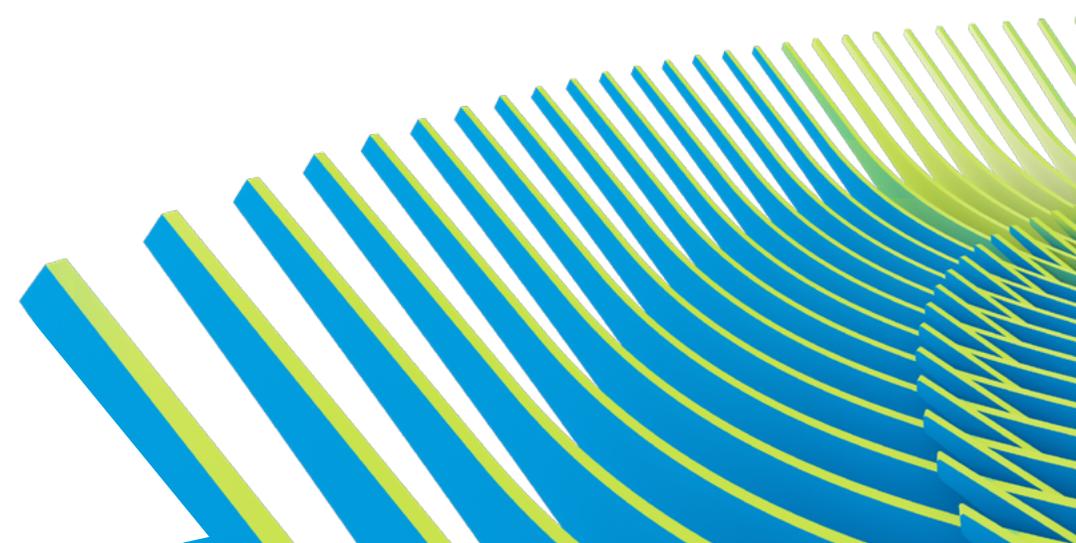
This report captures employee hourly rate of pay as of the snapshot date of 5 April 2020.

We acknowledge that geographic factors continue to drive our results despite our equitable pay practices. Our gender pay gap analysis indicates that we have a disproportionate number of males in our London location in more senior roles compared to our Wrexham location, where we have a large operations hub.

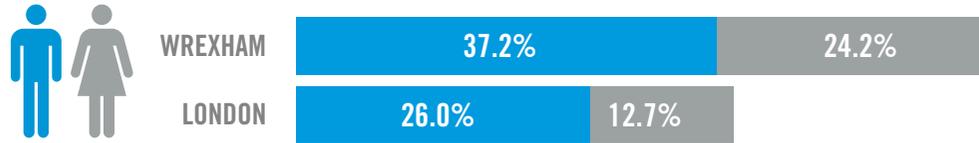
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## ADDRESSING THE GENDER PAY GAP

DTCC has a global workforce and we are committed to embracing the power of inclusion in our workplace. In 2019 and 2020, we continued to build on existing initiatives to foster a diverse and inclusive environment at DTCC, which included the rollout of MARC (Men Advocating Real Change), a training programme designed to address gender bias. All Executive Directors and Managing Directors in our UK offices participated in this training. We've also incorporated diversity interviews into our recruiting process for all Director level and above candidates, helping to ensure that we consider candidates from a diverse pool to ultimately bring in the best talent for our open roles. Additionally, our Women's Initiative for Networking and Success ("WINS") Employee Resource Group ("ERG") continues to have strong participation, and this is supported by additional ERGs, such as "ARISE" and "BOLD," which focus on our global Asian and Black communities.



## REPORTABLE HEADCOUNT OF FULL-PAY RELEVANT EMPLOYEES



Full-pay relevant employees are those employed on the snapshot date and were paid their usual full basic pay and any allowances during the relevant pay period. This population is used to calculate the hourly pay gap. The chart above shows the breakdown of male and female employees by location, totaling 100%.

## OVERALL PAY AND BONUS GAP

		2019	2020
Hourly Pay	Mean	19.6%	19.4%
	Median	16.9%	10.6%
Bonus Pay	Mean	38.5%	40.8%
	Median	39.0%	21.1%

This calculation represents the pay gap as a percentage when combining our Wrexham and London offices. A positive percentage figure reveals that female employees have lower pay than male employees.

This year, 20% of relevant pay employees are part of our newly reportable headcount and were not included in our 2019 Gender Pay Gap report. This is due to various factors including, newly employed after legislative snapshot date and / or did not receive a bonus as they did not meet DTCC's incentive eligibility scheme.

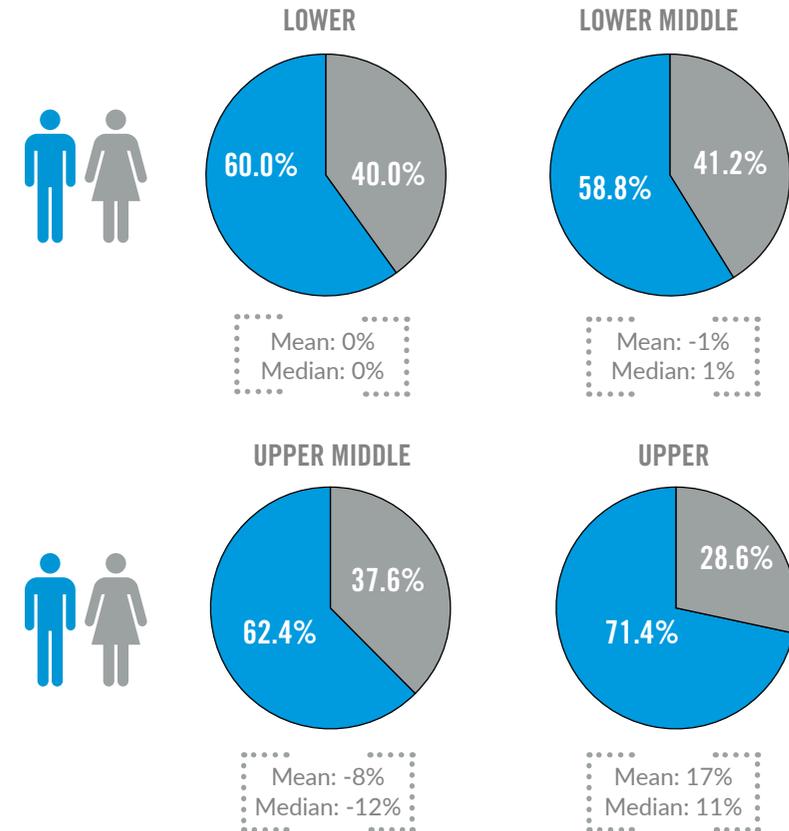
## PAY GAP BY LOCATION (MEAN)

		2019	2020
Wrexham	Hourly	-0.01%	-3.1%
	Bonus	-15.7%	-35.0%
London	Hourly	15.8%	19.6%
	Bonus	27.2%	36.4%

A negative percentage figure reveals that male employees have lower pay than female employees. On the other hand, a positive percentage figure shows that male employees have higher pay than female employees. This is specific to our London office, where there are more males in higher level and therefore, higher paying roles than females.

## PROPORTION OF EMPLOYEES IN PAY QUARTILES

DTCC has evenly divided the reportable population into four pay quartiles in order of lowest to highest hourly pay, to show the distribution of males and females in each quartile below. In the upper quartile, the pay gap is driven by the lower representation of women in senior leadership roles compared to men, and the higher level of compensation associated with these roles. This is an area of opportunity that we continue to work on through our Women's Leadership Development Programmes. These programmes focus on key areas, such as sponsorship, communication skills, organisational savvy and other leadership capabilities which contribute to women's success in leadership roles. Through talent meetings, we also check for bias in our organisation-wide talent processes by analysing and discussing with leaders the representation of diverse talent in terms of talent ratings, succession planning, promotions, and leadership development programmes.



## PROPORTION OF EMPLOYEES AWARDED A BONUS



Across our UK population, 92.5% of all female employees and 90.4% of all male employees received a bonus payment.