

UK Gender Pay Gap Reporting 2024

This report was prepared for Squarepoint Services UK Limited. As an employer with more the 250 staff, UK legislation requires us to report and publish our gender pay gap information. This report includes data as at the snapshot date of 5 April 2024, and bonus information for the 12 months prior.

The 'gender pay gap' is the difference in average earnings between women and men.

We are required to report:

- the difference in the mean pay of men and women, expressed as a percentage;
- the difference in the median pay of men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of men and women in each of four quartile pay bands.

The data in this report has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

On the snapshot date, the mean Hourly Pay Gap was 35.017% and the median was 19.23%.

Hourly pay is inclusive of bonus pay in the relevant pay period, being April 2024. The pay period does not align to the firm’s bonus cycle and so any bonuses included are exceptional items which can have a significant impact on the mean average hourly pay. The mean average pay gap excluding bonuses paid in the April payroll was 27.74% (2024) and 24.43% (2023).


In the 12 months prior to the snapshot date, the mean Bonus Pay Gap was 65.76% and the median was 44.23%.

The proportion of men who received bonus pay was 90.33% and the proportion of women was 86.30%.

The proportion of men and women in each of the four quartile pay bands are as follows:

	Men %	Women %
Upper hourly pay quarter	95.16%	4.84%
Upper middle hourly pay quarter	88.71%	11.29%
Lower middle hourly pay quarter	81.45%	18.55%
Lower hourly pay quarter	76.61%	23.39%

I confirm that the information we have submitted is accurate.

Signed by:

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Russell Morgan
COO