

TDX Group

Gender Pay Gap Reports



2020/2021



At TDX Group, an Equifax company, we're committed to creating and sustaining an inclusive workplace that values all contributions and perspectives, unique needs and potential. We are focused on providing the best products and service for our customers and believe a key step for us to deliver this is our creating an employee experience where perspectives are valued and everyone belongs. We promote an open, transparent, respectful and accountable environment in our treatment of employees.

Gender pay reporting regulations keep us on track to achieving our goals of equality within our business. It also gives us the opportunity to share our record of progress to reinforce our commitment to reducing the gaps reported.

The following report includes our April 2020 and 2021 gender pay gap data, along with the measures we've put in place 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.

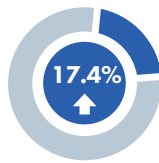
John Garside
HR Director – Europe
Equifax

Our gender pay gap for April 2021 was:

Hourly rate

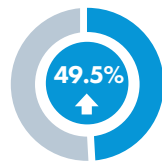


Median

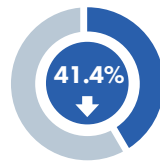


Mean

Bonus

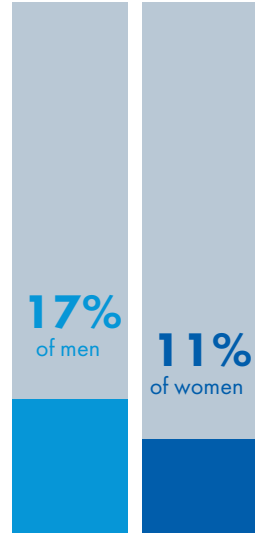


Median

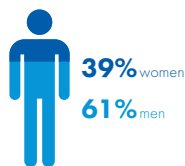


Mean

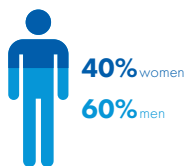
Who received bonus pay



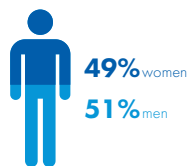
Our gender representation by pay quartiles at April 2021



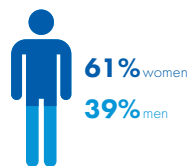
Top quartile



Upper middle quartile



Lower middle quartile



Lower quartile

Our gender pay gap for April 2020 was:

Hourly rate

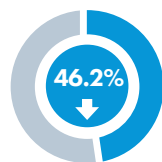


Median

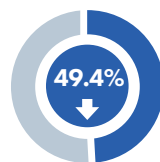


Mean

Bonus

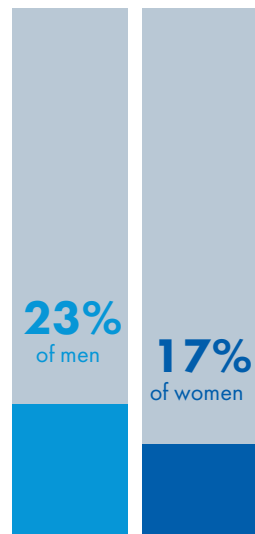


Median

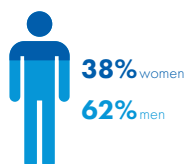


Mean

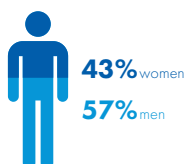
Who received bonus pay



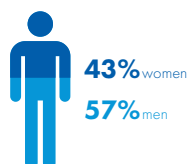
Our gender representation by pay quartiles at April 2020



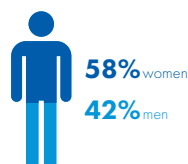
Top quartile



Upper middle quartile



Lower middle quartile



Lower quartile

We have to embrace and promote a culture of equality within our business. We have set ourselves the goal to significantly increase the number of women in senior roles to create a more diverse leadership team, which we know is great for business, innovation, and decision making. Progress and attainment of this goal will also support us in attracting a wide range of talented people into the business.

We still have a way to go to meet the ambitions we set ourselves for 2023.

Our Inclusion & Diversity programme now has established forums that include disability, LGBTQ+, parental ambassadors and a women's network. These forums raise awareness through activities driven by our colleagues, with the support of the business.

Our talent and succession planning practices continue to evolve and develop, and we actively seek a diverse pool of candidates when recruiting for vacancies. We aim to provide candidates the opportunity to thrive and offer professional development to those who have long-term career aspirations, whatever their background. We're committed to enabling a greater diversity of colleagues reaching and excelling at senior level roles in the business.

At TDX Group, we're proud of our established Wellbeing programme, which supports three pillars: mental, physical and financial wellbeing. The work carried out around these pillars and our parallel work on Inclusion & Diversity help to reduce the stigma associated with mental health, physical health and financial worries. This active programme provides information and support to all colleagues through a range of online materials uploaded to an internal Wellbeing Hub, as well as regular interactive sessions and workshops run by both our internal colleagues and external partners.

Since the beginning of the pandemic we've sought to find ways to connect and engage colleagues with the business and with wider societal debates, with an increased use of video calls and discussions. Knowledge Hero learning sessions and Let's Talk About sessions have broken new ground in our sharing information and also tackling topics where stigma can stifle discussion and hamper our goal for everyone to be who they are and feel belonging.

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.



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For 2020 and 2021, our reported mean hourly rates showed a 12% and a 17% pay gap respectively, and our median hourly rate showed a 12% pay gap for 2020 and 21% for 2021. This compares to our baseline in 2017 of 31% for mean hourly rates and a 29% gap for median hourly rate that year.

The bonus pay gap has improved from our 2017 figures. Our 2017 mean bonus was 67%, in 2021 it is 41% which is a positive improvement from 49% in 2020. In 2017 our median bonus pay gap was 40%, which is now 50% in 2021.

We'll continue to monitor the progress in these areas, which will be determined by an increased gender balance across senior level roles in our business. This in turn 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?



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Steps to improve our gender pay gap

In our first gender pay gap report, we identified a number of steps to address our gaps, with a target of achieving these by 2023.

Whilst focus shifted during the challenging time of the pandemic to support our colleagues, we're committed to continuing to implement steps that support an environment of inclusion and equality.

As a member of TDX Group, an Equifax company within Equifax Inc. (our parent organisation), 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 advocacy within internal and external Inclusion & Diversity updates and meetings.

We seek to replicate this in the UK, and we also support best practice sharing for Inclusion & Diversity and our own learnings from other organisations. In February 2021 our Chief Commercial Officer participated in a panel discussion with representatives of Lloyds Bank, Nationwide and Tata Consultancy Services around Allyship in Inclusion & Diversity.

We encourage all colleagues to engage and participate in our Inclusion & Diversity work. We all develop by learning from each other. Our **Women's Career Development Network (WCDN)** was founded in 2021 by a group of women who share a passion and focus on continuing the development, expansion of knowledge and enhancing the skills of professional women. The network actively engages all colleagues in the business through a dedicated chat room platform and learning sessions where all employees are invited to participate.



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

TDX Group supports National Inclusion Week and in September 2021, our Women’s Career Development Network hosted a lunch and learn session to share an overview of what the network has been working on, along with a view of their plans for the future.

To further enhance the skills of employees, TDX Group offers a wide range of training and resources through our internal eLearning platform CLIMB, a repository of curated, on demand content that spans topics such as leadership development, productivity tools, business skills, technology, digital transformation and much more. We regularly encourage all colleagues to take full advantage of the resources available to them.

In addition to this, TDX Group also supports colleagues wanting to further develop their skills and knowledge through funded apprenticeships. To-date, we have 55 colleagues who have completed or are currently undergoing an apprenticeship, in courses such as project management and software development. We believe that by offering our colleagues the opportunity to further develop their skills and knowledge, will provide progression and future career opportunities.

Our ongoing intent is that TDX Group be a leading employer that meets the long-term career aspirations of our people, whatever their background. We’re committed to enabling a greater diversity of colleagues reaching and excelling at senior level roles in the business.

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