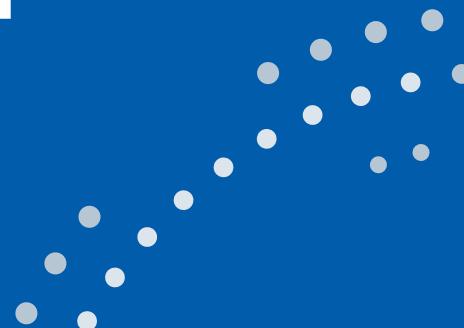




TDX Gender Pay Gap Reports

2022





At TDX Group, an Equifax company, we've been helping businesses to manage collections, recoveries, debt sale and personal insolvencies for almost 20 years. We admit it, we're on a mission - to make the debt industry better for everyone.

Gender pay reporting regulations are an important measure to ensure we continue to close the gap in order to achieve our goals of equality within our business. They enable us to review, reflect and realign our priorities based on our progress.

The following report includes our 2022 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.

Phil McGilvray

(recently recognised as Mentor of the Year at the Women in Credit awards)

Managing Director, Debt Services

At TDX Group, an Equifax company, we continue to embrace and promote a culture of equality within our business. Our talent and succession planning practices continue to evolve and develop, and we actively seek a diverse pool of candidates when recruiting for executive positions.

Our Women's Career Development Network (WCDN) is committed to the development of female talent within the business and in the next year, we will at least double the number of women mentored through our structured programme.

Rhona Parry was the CEO of our Public Sector business, and made a successful transfer to our North America operations as a senior business leader *"I've had several tremendous career opportunities during my six years at Equifax, including formal training, sponsorship of an external programme, and an international work assignment - all reflecting a genuine investment in supporting female colleagues to develop their careers.*

While there is still a long way to go, as a female leader at Equifax with oversight of recruitment, retention and reward practices in my business unit, I am confident that we are affecting the right changes across Equifax. I observe that our leadership is authentically committed to bold and continuous positive actions to ensure women receive equal pay. Publishing this report is a welcome step towards greater transparency of the actions being taken and allows all of our stakeholders to hold us to account."

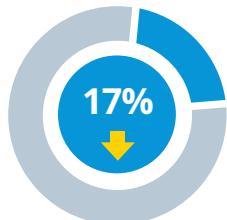
Our business has adopted a new working pattern policy, giving our colleagues and prospective candidates more flexibility when it comes to work-life balance. We are committed to raising awareness of our flexible working and family friendly policies internally to retain our talent and ensure women are supported in their careers at TDX Group and Equifax.

Colleague wellbeing remains a priority for our business and our established programme continues to support our three pillars: mental, physical and financial wellbeing. The work carried out around these pillars, along with our parallel focus on Inclusion & Diversity help to reduce the stigmas associated with health and wellbeing worries, by providing colleagues with information resources and support through a range of online materials and interactive sessions.

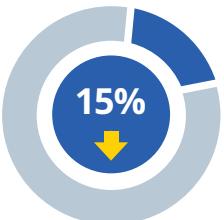


Our gender pay gap for April 2022 was:

Hourly rate

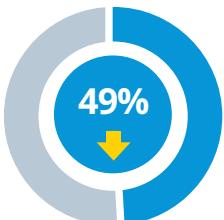


Mean

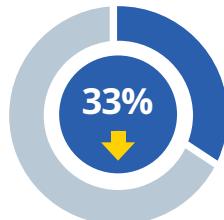


Median

Bonus



Mean



Median

Percentage indicates actual pay gap. A downward arrow indicates a gender pay / bonus gap reduction compared to the previous year and an upward indicates a widening.

Our gender representation by pay quartiles at April 2022



32% women
68% men

Top quartile



41% women
59% men

Upper middle quartile



51% women
49% men

Lower middle quartile



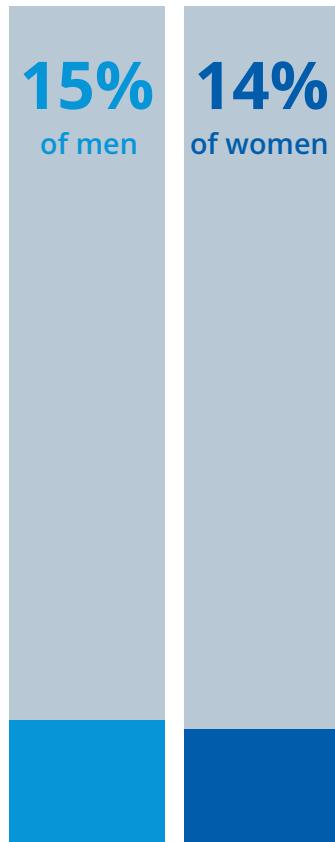
62% women
38% men

Lower quartile

Who received bonus pay

15%
of men

14%
of women



TDX Group – our gender pay gap

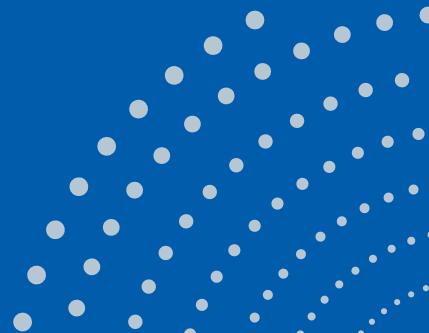
For 2022, our reported mean hourly rates showed a 15% pay gap, and our median hourly rate showed a 17% pay gap. This is a positive trend over the five year our baseline in 2017 of 30.8% for mean hourly rates and 28.6% gap for median hourly rate that year.

The bonus pay gap has improved from our 2017 figures. Our 2017 mean bonus figure was 67.2%, in 2022 it is 33% and our median bonus pay gap is 49%.

Closing the gender pay gap is a business commitment for TDX Group and we'll continue to monitor the progress in these areas. Progress 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.



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Our Actions

Recruitment and Talent

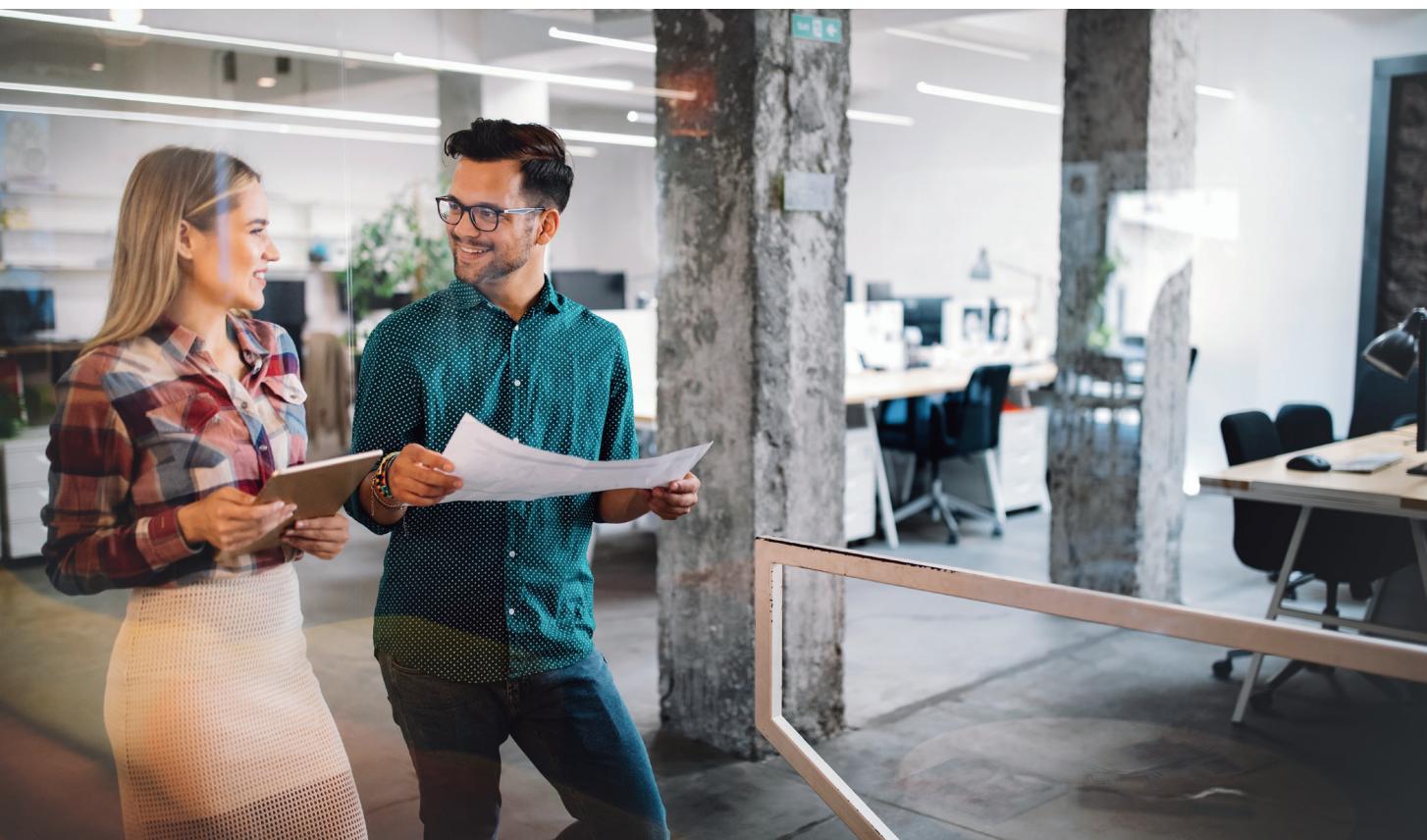
During our recruitment process, we request 50:50 male:female candidate slates from our recruiters for all open executive roles, and our managers are provided with unconscious bias training to ensure our recruitment processes remain equitable. We already offer a flexible working model to help our teams strike a good work-life balance, however, we know that women in their 40's are more likely to suffer with pay disadvantage due to child-rearing (The Equality and Human Rights Commission).

We are committed to raising awareness of our flexible working and family-friendly policies internally to retain our talent and ensure women are supported in their careers at TDX Group, an Equifax company.

Our Women's Career Development Network (WCDN) has doubled its membership over the year, with 10% of our UK colleague base now part of the active forum

Phil McGilvray, Managing Director - Debt Services, said,

"Creating diversity and equality comes from the top. As a leadership team we value and mutually benefit from the broad range of contributions made by the people we bring to the table. Our backgrounds, life experiences, beliefs and personality is what makes us unique and helps us to achieve better business outcomes."



Our Internal Network

Our Women's Career Development Network (WCDN) has doubled its membership over the year, with 10% of our UK colleague base now part of the active forum. The network has delivered a national confidence workshop as part of our Knowledge Heroes learning series, and have been instrumental in implementing a pilot mentoring initiative to support the progression of women across our business. The six month trial is open to all colleagues and has a minimum of one woman in each matched mentor and mentee pair. The sign-up response was overwhelming and with the current trial receiving positive feedback, we anticipate to roll-out this programme across our business over the coming months.

The network plans to double its membership again over the course of the next year and, to further support our female colleagues, our European President, Patricio Remon, has committed to hold roundtables in each of our UK offices to hear directly from the women across our business. The first meetings have taken place in our London and Nottingham offices, where colleagues shared personal perspectives and experiences, along with ways we can continue to work together to promote equality.

There is a noticeable gap between girls and boys who study STEM subjects beyond GCSE (35% girls and 80% boys)

Sue Owen-Bailey, Social Value Manager, said, *"We're committed to the communities in which we live and work, delivering value societally through our business and our purpose. I am genuinely excited to be supporting workstreams throughout the business to achieve equity and create measurable impact."*

Outreach

As part of our Social Value commitments, we're actively working with local schools, colleges and universities to inspire careers in STEM (Science, Technology, Engineering and Maths) for young women and other under-represented minorities. There is a noticeable gap between girls and boys who study STEM subjects beyond GCSE (35% girls and 80% boys), and at university, only 25% of graduates in STEM subjects are women and 52% are males (Women in Tech UK). Our outreach programme will help more girls choose the right subjects to pursue careers in related fields and provide visible role-models to help close the gap.



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

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

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