



Gender Pay Gap Report

2023





Welcome Message

Welcome to the 2023 Experian UK Gender Pay Gap report. In the coming pages, you can read about the ways in which we are working to build a workforce as diverse and varied as the customers we serve, as well as our continued efforts to achieve a better, more inclusive Experian, for all our employees.

Our UK Gender Pay Gap statistics offer continued signs of progress, aligning with the positive outcomes our wider Diversity, Equity & Inclusion (DE&I) initiatives are producing. We are proud of the advances we have made and look forward to building on the momentum to actively realise the potential of all employees. This report will outline the steps we've taken, and plan to take, to achieve our strategic goals.

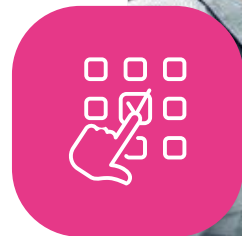




The journey so far

Since the introduction of our Gender Pay reporting in 2017, we've worked hard to address the challenges of gender pay equality and women's representation in the UK. We have taken some significant steps on our journey and are encouraged by the impact of our progress.

We see a positive trend forming in the year-on-year results, as well as moving forward on our broader representation goals. As an example, our current trajectory aligns to our commitment to increase the proportion of women among our senior leaders to 40% by 2024, exemplified by the recent promotion of Helen Emmett to CFO of our UK & Ireland business.



As an organisation, we are committed to seeing significant change in this space. We are clear on our Diversity, Equity & Inclusion objectives and are committed to addressing the opportunities highlighted by the Gender Pay analysis.

We are confident we can continue to improve and believe in building a better tomorrow for women, and all people, throughout our organisation.





Gender Pay at Experian 2023

PART I - PAY



These figures show how Gender Pay looked across our UK organisation in 2023.

Gender Pay statistics compare the mean and median rates of pay between men and women in an organisation. Different jobs are paid at different levels, for example higher graded roles tend to be paid more than lower graded roles, and different job families with skills which are in high demand may command higher salaries as a result of market forces.



A gender pay gap can exist where the proportion of men and women at each level does not match. It's important to distinguish between gender pay and equal pay, which is the difference in pay between men and women who carry out the same or equivalent jobs. We are confident the pay gap is not caused by unequal pay for jobs of similar nature. The statistics reflect the gender imbalance at the higher levels of our organisation, something that we will continue to address.

	FY19	FY20	FY21	FY22	FY23	Year on Year (YOY) Movement
Difference in Mean hourly rate of pay	27.60 %	24.77 %	19.29 %	18.66 %	17.83 %	-0.83%
Difference in Median hourly rate of pay	20.05 %	18.56 %	14.97 %	15.43 %	14.89 %	-0.54%

We are encouraged by the decrease in the mean and median hourly pay gap rate and believe this clearly illustrates the positive impact of the steps we have taken in recent years. Importantly, we are encouraged to see a c.10% reduction in mean hourly pay gap rate and a c.5% reduction in the median hourly pay gap rate since 2019.

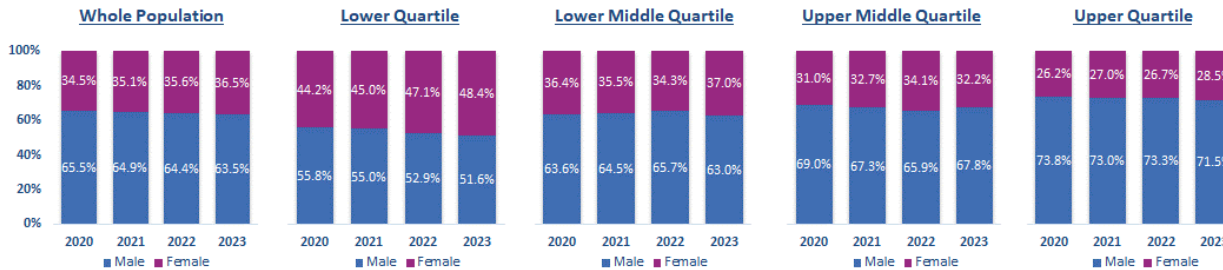
We will continue to monitor gender representation at all levels, setting clear internal targets aimed to improve gender balance, particularly in senior positions.



Gender Pay at Experian 2023

PART II - BONUS & QUARTILE SPLITS

	FY19	FY20	FY21	FY22	FY23	YOY MOVEMENT
Difference in Mean bonus payments	65.30 %	67.27 %	66.04 %	57.47 %	49.88 %	-7.59%
Difference in Median bonus payment	40.83 %	27.11 %	22.29 %	23.17 %	35.84 %	12.67%



* As at the snapshot date of 5th April of each year



Experian operates a strong pay for performance philosophy. Particularly at senior levels, we highly incentivise our workforce, through the use of short and long-term variable pay. As a result, we expect to see movement in the bonus statistics linked to financial performance against the relevant annual bonus metrics. We are encouraged by the significant decrease in the mean bonus payment gap. The gender imbalance at senior levels is a key driver of the bonus gap and so the focus needs to be the proportion of females and males being more evenly distributed throughout the organisation.

The proportion of men and women in each quartile has seen no significant movement compared to previous years. We are pleased to see the slight increase in female representation overall and in the upper quartile. We also recognise the need to do more here and are closely monitoring trends in this area.



Actions we have taken

Our DE&I Strategy enables our colleagues to bring their whole selves to work. We have clear objectives which aim to reduce female gender disparities and have set specific targets which we believe will reduce the UK Gender Pay Gap in coming years.





Actions we have taken

WE HAVE A CLEAR AND MEASURABLE GENDER ACTION PLAN, WHICH IS OWNED AND LED BY JOSE LUIZ ROSSI, MANAGING DIRECTOR FOR THE UK & IRELAND REGION.



Regional Targets

We have set targets related to increasing female representation at all grades of our organisation, with a particular focus on our senior management grades. **Female representation on our Senior Leadership Team is now at 40%.**



Women's Talent Movement

We continue to monitor the progression (including lateral moves and promotions) of female talent as a core lens in our quarterly talent reviews. These sessions are designed to **promote and match talent with opportunities across the business** and therefore, are a key tool to take decisive action and drive positive progress. In preparation for these sessions, we invest time ensuring that we have a strong understanding of the career aspirations of our high potential women.



Women in Experian ERG

Our Women in Experian Employee Resource Group (ERG) continues to be a thriving ERG that champions the career development of women and allies. With over **770 members**, and a monthly cadence of events focused on career development - this forum is acting as a powerful platform to give women and allies the tools to grow their networks and broader stakeholder relationships.



Actions we have taken

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Executive Sponsorship

Conor Whelan, UK & Ireland Chief Information Officer, has been an active Gender sponsor since he took on the role two years ago. Conor **won the 'Ally of the Year'** award presented by The Great British Businesswomen Awards, in recognition of his work.

Sessions led by Conor and the Women in Experian ERG, identified a number of key trends and opportunities related to women's experiences of working at Experian which have shaped our short and medium DE&I strategy.



Accelerated Development Programme "Accelerate" - Middle Manager Programme

The Accelerated Development Programme (ADP) was first launched in FY22, with 24 women securing a place on the programme. Measures of success include promotions/lateral moves rate of **45%** and the programme receiving an **NPS (Net Promoter Score) of 100**.

25 women joined the FY23 programme, which launched in September 2022. To date, 20% of attendees have been promoted or moved laterally.



Global DEI Strategy

- Our Global DE&I strategy **underpins** the regional DE&I strategy and includes our global strategy to close the gender pay gap in all the countries we operate in.
- We believe DEI is essential to our purpose of creating a better tomorrow, together, by making positive change in the world and actively supporting all efforts to close the gender pay gap in all countries in which we operate



Actions we have taken

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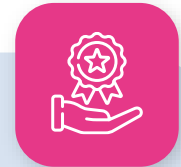
Growing our Talent Base, Targeted Early Careers Investment



Our early careers team recruited a gender ratio of **57% women** for this year's cohort. A significant improvement boosting our women to men ratio at our most junior grades to **49.8%**.

In October, we hosted the first East Midlands Reach Next generation summit at our Sir John Peace Building. These summits are designed to advise, inform and empower girls aged 11-15, to successfully navigate their teen years.

External Awards and Activity



At the 2023 Women in Credit awards, we had seven employees shortlisted as nominees and were delighted to announce two winners for the '**Outstanding Returner – Non-Creditor**' Award and runner up for the '**Team Leader of the Year**' Award.

At the 2023 Women in Tech awards, we won the **Best Tech Employer** (Large Employer) and were highly commended for **Best Employee Network** (Women in Experian) and **Best Inhouse Recruiter**.

In 2023, Experian has been named as one of the **Best UK Workplaces for Women** and has also been recertified as a **Top 30 Employer for Working Families**.



Actions we have taken

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Listening Approach

We use our annual Great Place to Work survey to listen to our employees and understand their experiences of working at Experian. We're pleased that our FY24 survey saw a positive uplift across the Diversity, Equity and Inclusion questions.

FAIRNESS QUESTIONS	FY23 SCORE	FY24 SCORE	CHANGE
People here are treated fairly regardless of their sexual orientation	95	96	+1
People here are treated fairly regardless of their race	94	94	-
People here are treated fairly regardless of their age	89	89	-
People here are treated fairly regardless of their gender	90	91	+1

