



Gender Pay Gap Report 2022





Welcome Message

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

Our 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're 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 region. We have taken some significant steps on our journey and are encouraged by the impact these have had. We see a positive trend forming in the year-on-year results. We have made important progress on our commitment to increase the proportion of women among our senior leaders to 40% by 2024, exemplified by the appointment of Malin Holmberg as CEO of our EMEA and Asia Pacific business and the promotion of Jennifer Schulz to CEO of our North America business.

As an organisation, we are committed to seeing significant change in this space and recognise the pace of change does not yet meet our aspirations .

Nevertheless, 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 2022

Part 1 – Pay

These figures show how Gender Pay looked across our UK organisation in 2022.

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 exists 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, instead, the statistics below reflect the gender imbalance at the higher levels of our organisation, something that we will continue to address.

	FY18	FY19	FY20	FY21	FY22	YOY MOVEMENT
Difference in Mean hourly rate of pay	26.50%	27.60%	24.77%	19.29%	18.66%	-0.63%
Difference in Median hourly rate of pay	24.78%	20.05%	18.56%	14.97%	15.43%	0.46%

We are encouraged by the decrease in the mean hourly rate of pay gap and believe this clearly illustrates the positive impact of the steps we have taken in recent years, since 2017 we are encouraged to see a 11.28% reduction in mean hourly rate of pay gap. We are, of course, sensitive to the slight fluctuation in the median hourly rate of pay and potential future fluctuations but believe meaningful changes made have put us in good stead to further decrease the gap over the medium-term. We will continue to monitor gender representation at all levels, setting clear internal targets aimed to improve gender balance, particularly in senior positions.

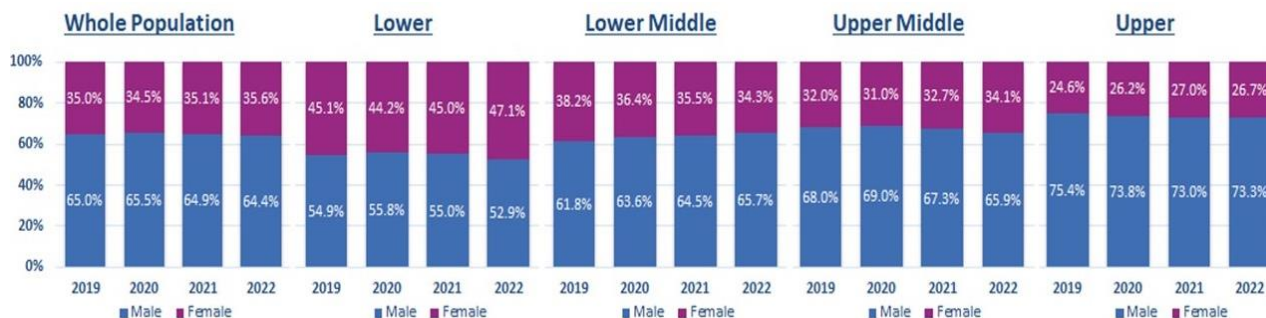


Gender Pay at Experian 2022

Part 2 – Bonus & Quartile Splits



	FY18	FY19	FY20	FY21	FY22	YOY MOVEMENT
Difference in Mean Bonus payment	66.19%	65.30%	67.27%	66.04%	57.47%	-8.57%
Difference in Median Bonus payment	42.11%	40.83%	27.11%	22.29%	23.17%	0.88%



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 regional financial performance and changes in Experian's share price. 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 but 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 disparity and have set specific targets which we believe will reduce the Gender Pay Gap in coming years.





Actions we have taken

A clear and measurable gender action plan is owned and led by Jose Luiz Rossi, Managing Director for the UK & Ireland region. A selection of notable actions are outlined on the following pages:



Regional Targets

- In April 2022, the UK & Ireland set a revised and internally shared target to increase women's representation at our senior management grades (EB5-6). Since the start of FY21, the region has increased our EB6 plus gender ratio from 17% to 31% from 2020 to 2022.



Women's Talent Movement

- We continue to monitor the progression (including lateral moves and promotions) of female talent as a core lens in our new quarterly talent conversations. These sessions are designed to promote and match talent, with available opportunities across Business Units and therefore are a key platform to drive action. In preparation for these sessions, we are spending time to ensure that we have greater understanding of the career aspirations for our female High Potentials. Positively we have observed a career move rate of 34% for women up 5% compared to last year.



Women In Experian Network

- Our Women in Experian network has been relaunched and invigorated this year, with a 50% increase in membership to over 680 active members.
- 14 events have been conducted year to date, with over 1,760 attendees and an average Net Promoter Score (NPS) of 4.7/5.



Actions we have taken

A selection of notable actions (continued):



Executive Sponsorship

- Conor Whelan, UK & Ireland Chief Information Officer has been an active Gender sponsor since assuming the role at the end of FY22. Conor has been shortlisted for 'Ally of the Year' award as external recognition of his work.
- Conor's 'coffee with' sessions have identified a number of key trends and opportunities related to women's experiences of working at Experian.



Accelerated Development Programme "Accelerate" – D/EB8 women

- Accelerated Development Programme (ADP) 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 of 100.
- During FY22 the remaining applicants who were unsuccessful for ADP were invited to join 'Momentum', which is a lite version of the ADP.
- FY23 programme launched in September 2022.



Launch of a Male Allyship Programme

- A Male Allyship pilot was launched in October. The programme focused on supporting senior men, including six executive team members, in the business to become allies to women. This included a focus on their own allyship but also to encourage them to role model and support other men within the organisation.



Actions we have taken

A selection of notable actions (continued):



Growing our Talent Base Through Targeted Early Careers Investment

- Our early careers team recruited a gender ratio of 52/48 men/women for this year's cohort.
- Sponsor for Code First Girls providing free coding courses for women and non-binary people in the UK. (nearly 600 women over 8 weeks) and 170 volunteering hours.



External Awards and Activity

- Fifteen successful shortlisted nominees for the Women in Credit awards and we were delighted to announce two winners for "employee of the year" and for "returner of the year".
- Experian has eight women selected as finalists at the National Sales awards
- Experian has been recertified as Top 30 employer for working families.



Global DE&I strategy

- Our Global DE&I strategy now underpins the regional DE&I strategy and includes our global strategy to close the gender pay gap in all the countries we operate in



Actions we have taken



Listening Approach

The Great Place to Work survey launched in May 2022, demonstrated a positive uplift against the Diversity, Equity and Inclusion questions.

FAIRNESS QUESTIONS	FY22 SCORE	FY23 SCORE	CHANGE
People here are treated fairly regardless of their sexual orientation	93	95	+2
People here are treated fairly regardless of their race	92	94	+2
People here are treated fairly regardless of their age	86	89	+3
People here are treated fairly regardless of their gender	86	90	+4



Thank you