



## StoneX Financial Ltd Gender Pay Gap Report 2020/21 Reporting Year

### INTRODUCTION

Due to the Covid 19 Pandemic, the Government suspended the Gender Pay Gap reporting for the 2019/20 reporting year (which used a snapshot date of 5 April 2019). However, we have presented this data alongside our declarations for the reporting year 2020/21 (snapshot date: 5 April 2020) to illustrate any changes.

As a global financial services business, we recognise the importance of diversity as it provides us with broader knowledge and skills to enhance performance and the service we can provide to our clients, as well as helping us to expand our understanding of the markets in which we operate. Additionally, we are proud of our entrepreneurial culture which promotes individuality, integrity and openness, and it is important to us to continue to attract diverse talent that thrives in our multi-product and international business.

### OUR WORK FORCE



69.3%



30.7%

### WHAT IS OUR GENDER PAY GAP AND WHAT DOES IT MEAN?

The gender pay gap is the difference in the average hourly salary of all men and women across the company, described by the mean and median.

The gender pay gap should not be confused with equal pay which refers to men and women receiving the same pay for the same job or work of equal value.

The figures below demonstrate the mean and median difference between male and female pay, as well as bonuses. For example, if average male pay was £100 per hour and average female pay was £75 per hour there would be a gender pay gap of 25% – that is to say women would be paid on average 25% less than men.

### GENDER PAY GAP

	Pay Gap		Bonus Gap	
	2019	2020	2019	2020
<b>Mean</b>	54.69%	44.56%	71.89%	59.97%
<b>Median</b>	34.96%	29.50%	60.50%	33.00%

The decrease in the gender pay gap between 2019 and 2020 is encouraging and reflects signs of a positive change towards greater gender parity; however, we recognise this is only the start of the journey and as a company we need to continue to build effective diversity and inclusion strategies to reduce the gender pay gap.

## PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

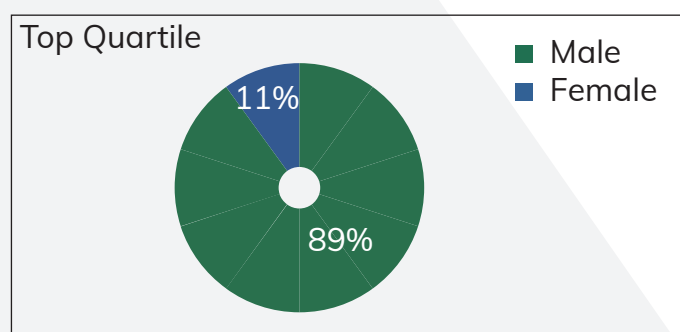
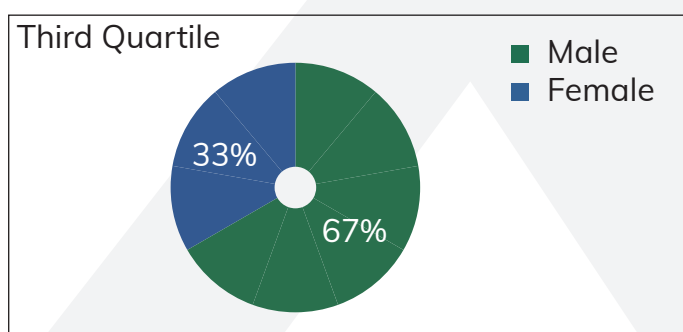
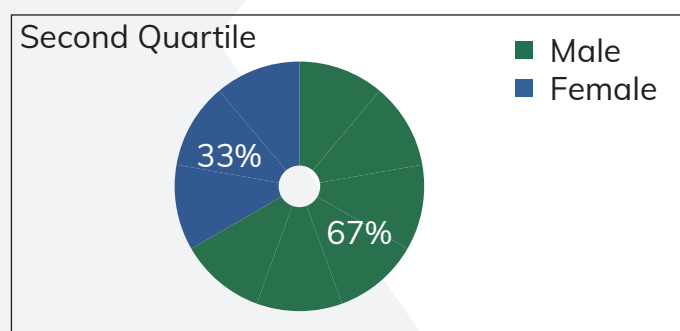
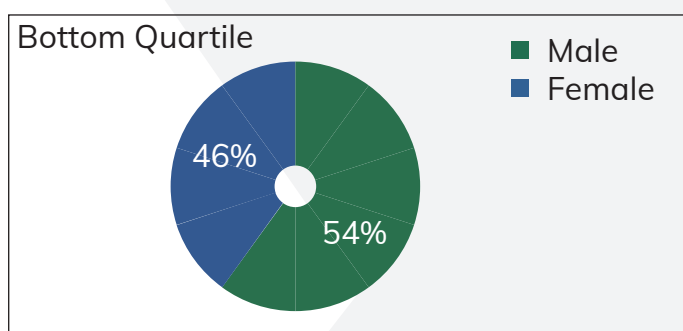
	2019	2020
<b>Men</b>	85.79%	81.28%
<b>Women</b>	70.00%	75.26%

It should be noted that new joiners do not qualify for a bonus payment during their probationary period and this would explain the vast majority of cases where no bonus was awarded. For the year to April 2020, for example, 24.74% of women received no bonus and 18.72% of men (for the year to April 2019, the figures being 30% and 14.21 % respectively).

Whilst at first glance this might appear to be a negative bias towards women, this can be explained by the fact that the proportion of women in their probationary periods during the time bonuses were paid was higher than that of men, suggesting that, proportionately, the intake of female employees was higher than men during both years.

## PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE

The charts below shows the proportion of men and women in each of the four pay quartiles, which is calculated by ranking pay from highest to lowest and then splitting it out into four equally sized groups



## REPORTING METHODOLOGY

The reportable figures have been calculated in line with the approach and methodology set out under the gender pay reporting.

Gender pay gap data based on April 2020 snapshot.

We confirm that the information reported is accurate.

Philip Smith  
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