

2023

# GENDER PAY GAP REPORTING



## At BCMGlobal, we recognise and respect the importance of diversity and inclusion as an integral part of how we operate.

- We are committed to creating an inclusive and collaborative environment where difference is valued, and each person can realise their potential and contribute to BCMGlobal's success.
- We recognise that embracing and supporting individual differences and gender equality brings the breadth of perspective and depth of experience critical to our success.
- We strive to be an organisation where our people are reflective of the make-up of the companies and communities we serve throughout the world.

We acknowledge the importance of transparency in relation to gender pay, and we are committed to addressing any gender pay gap as part of our broader focus on achieving gender balance and equity.

Our gender pay gap results are set out in Appendix 1.



Women represent **50%** of the BCMGlobal ASI Executive Committee, and **47%** of our people management roles in BCMGlobal ASI as of December 2023.



We have achieved our target of 40:40:20 gender representation across all tiers of management (i.e that all tiers of management will have at least 40% men and 40% women, with the remaining 20% from any gender).



We remain focused on ensuring females are equally represented at all levels and within all functions in BCMGlobal ASI to further reduce our gender pay gap.

We hold ourselves accountable by monitoring our progress against a targeted action plan (see next page).

# BCMGlobal Gender Pay Equity Action Plan FY23-24

PRIORITIES	ACTIONS
<p><b>Reduce gender bias and drive global consistency across HR policies and processes</b></p>	<ul style="list-style-type: none"> <li>• Continue to embed BCMGlobal job structures to support the fair assessment of role responsibilities, pay, as well as promotions, and help analyse and address pay gaps.</li> <li>• Continue to embed our performance process, including calibration across roles, levels and gender, to ensure the fair and equitable assessment of performance.</li> <li>• Develop and implement action plans to address any pay gaps identified in the the annual pay review process, to ensure gender pay equity.</li> <li>• Continue to evolve our recruitment processes to protect against biases and improve gender outcomes.</li> </ul>
<p><b>Mainstream blended working for all our people</b></p>	<ul style="list-style-type: none"> <li>• We will continue to embed BCMGlobal’s blended work environment. We understand that providing our employees with flexibility in the way they work, creates an inclusive work environment. This help supports employee wellbeing, better enabling employees to thrive and work together to contribute to BCMGlobal’s success. This policy provides for flexible working options and can support family/caring responsibilities, with the added benefit of reducing commuting hours.</li> </ul>
<p><b>Improve gender balance at the senior leader level</b></p>	<ul style="list-style-type: none"> <li>• We have implemented and achieved our gender balance target (40:40:20) across senior leadership.</li> <li>• Define and monitor progress against measurable targets to improve and maintain gender balance across BCMGlobal in FY23/24.</li> <li>• As a signatory to the <a href="#">Women in Finance Charter</a> for the second year, we have committed to support gender equality.</li> </ul>

PRIORITIES	ACTIONS
<p><b>Build awareness and capability</b></p>	<ul style="list-style-type: none"> <li>• Continued support of our Wellbeing and Social Committee to help broaden awareness and to encourage Diversity &amp; Inclusion across our business.</li> <li>• Continue to recognise International Women's Day as part of a broader campaign in March to raise awareness, promote and support the importance of gender equity across the business. As well as recognising International Men's Day to support gender equality.</li> <li>• Tailoring policies to suit our changing colleagues needs, such as our new surrogacy policy, which supports an inclusive workplace.</li> </ul>
<p><b>Learning from others</b></p>	<ul style="list-style-type: none"> <li>• Researching best practices, and engaging with partners and forums: e.g IBEC - Navigating the gender pay gap, the Women in Finance Charter.</li> </ul>



# Annex 1

## Gender Pay Gap Results & Data

BCMGlobal ASI's gender pay gap results are set out below.

### BCMGLOBAL ASI LIMITED HOURLY PAY GAP

The [hourly pay gap table](#) shows our mean and median hourly gender pay gap within BCMGlobal ASI based on hourly rates of pay over the last year.

	2023
<b>Mean Hourly Remuneration Gender Pay Gap</b>	13.8%
<b>Median Hourly Remuneration Gender Pay Gap</b>	15.7%
<b>Mean Hourly Remuneration of Part-Time Gender Pay Gap</b>	36.7%
<b>Median Hourly Remuneration of Part-Time Gender Pay Gap</b>	37.0%

### MEAN GENDER PAY GAP

There are two primary drivers of the mean gender pay gap in BCMGlobal:

- The BCMGlobal ASI Executive Leadership team has 50:50 representation of men and women and we have achieved our target of 40:40:20 gender representation across all tiers of management. However, men remain over-represented in management roles (as noted above, women represent 45% of management roles in BCMGlobal ASI).
- Certain role types are over-represented in the Upper and Upper Middle pay quartiles, in particular asset management and IT roles. We are proud to have strong female senior leaders in these functions, including our Director of Technology and Change, and our Director of Commercial Servicing, however women remain under-represented in these role types.

## MEDIAN GENDER PAY GAP

The median gender pay gap is driven by lower percentage numbers of females in the top two pay quartiles of pay than males. The key drivers of this are the same as those reference above in relation to the mean gender pay gap.

## MEAN & MEDIAN PART-TIME GENDER PAY GAP

Driven by the low proportion of male part-time workers within the business, with only 3 male part-time employee, and 21 female part-time employees.

### BCMGLOBAL ASI LIMITED BONUS GAP

The [bonus table](#) shows the mean and median difference, between bonuses paid to men and women in the year up to 31 December 2023.

BONUS GAP		PROPORTION RECEIVING	
MEAN	MEDIAN	FEMALE	MALE
5.0%	20.0%	67.9%	63.1%

## BONUS GAP & PROPORTION OF EMPLOYEES RECEIVING A BONUS

The data shows that a higher proportion of women were paid bonuses in 2023. 67.9% of female employees received bonus, compared to 63.1% of male employees receiving bonus. Female employees mean bonus was 5.0% lower than their male counterparts.

## PROPORTION OF EMPLOYEES RECEIVING BIK

FEMALE	MALE
6.9%	3.7%

## PROPORTION OF EMPLOYEES IN EACH PAY QUARTILE

PAY QUARTILE	FEMALE	MALE
UPPER	39.8%	60.2%
UPPER MIDDLE	43.5%	56.5%
LOWER MIDDLE	55.6%	44.4%
LOWER	63.0%	37.0%

### KEY

**Mean and Median** – The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employee’s earnings.

**Proportion of males and females receiving a bonus** – The proportion of male and female employees who were paid any amount of bonus pay.

**Proportion of males and females in each pay quartile band** – The proportion of male and female employees in four quartile hourly rate pay bands ranked from lowest hourly rate to the highest hourly rate. It is done by dividing the workforce into four equal parts.

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