

UK Gender Pay Gap Reporting 2025

This report was prepared for Squarepoint Services UK Limited. As an employer with more the 250 staff, UK legislation requires us to report and publish our gender pay gap information. This report includes data as at the snapshot date of 5 April 2025, and bonus information for the 12 months prior.

The 'gender pay gap' is the difference in average earnings between women and men.

We are required to report:

- the difference in the mean pay of men and women, expressed as a percentage;
- the difference in the median pay of men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of men and women in each of four quartile pay bands.

The data in this report has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

On the snapshot date, the mean Hourly Pay Gap was 25% and the median was 15.4%.

In the 12 months prior to the snapshot date, the mean Bonus Pay Gap was 62% and the median was 33.3%.

The proportion of men who received bonus pay was 92.27% and the proportion of women was 88.12%.

The proportion of men and women in each of the four quartile pay bands are as follows:

	Men %	Women %
Upper hourly pay quarter	93.6%	6.4%
Upper middle hourly pay quarter	87.3%	12.7%
Lower middle hourly pay quarter	84.1%	15.9%
Lower hourly pay quarter	71.3%	28.7%

I confirm that the information we have submitted is accurate.

Signed by:

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 Russell Morgan
 COO