

Introduction & Foreword

SS&C Wealth & Insurance Ireland Ltd are reporting our Gender Pay Gap (GPG) for the second year, following the transfer of staff from SS&C Life & Pensions Ireland Ltd in 2022. Previously, SS&C Life & Pensions Ireland Ltd had independently provided its first GPG report in December 2022. The report also outlines steps we will continue to take to improve our Gender Pay Gap.

Background

The Gender Pay Gap Information Act 2021 requires organisations with more than 250 employees to report a range of statistics relating to the Gender Pay Gap.

As an Employer with more than 250 employees we are reporting our Gender Pay Gap again in 2024. We are reporting using data as at 30th June 2024.

The different remuneration gaps that we are required to report show the differences in mean and median pay of men and women in the company. To determine the quartiles, the hourly salaries are ordered from lowest to highest then split into 4 equally sized groups (quartiles). We then calculated the percentage of the quartile who are male and female.

Statistics Provided

Mean and median hourly remuneration gap

Mean and median bonus remuneration gap

Mean and median hourly remuneration gap for part-time employees

Mean and median hourly remuneration gap for temporary employees

Percentage of male and female employees paid a bonus

Percentage of male and female employees receiving benefits in kind (for this report, this particular statistics now includes equity plan activity)

Percentage of males and females in 4 quartiles: lower, lower middle, upper middle and upper

Gender Pay Gap vs Equal Pay

The Gender Pay Gap should not be confused with Equal Pay. Equal Pay legislation means we must pay people who do the same job or work of similar value equally. We will always fulfil our legal and moral obligation to comply with Equal Pay legislation. The Gender Pay Gap is different in that it looks at the difference in average and median pay of men and women in an organisation, regardless of the role that they perform or seniority in the company.

There are many reasons for the Gender Pay Gap and we are committed to taking action to reduce it at SS&C.

Who are SS&C?

SS&C Wealth & Insurance Ireland Ltd provides business process management, technology and consultancy services to the international wealth, life and pensions sector. We are part of SS&C Technologies, a global US technology firm headquartered in Windsor, Connecticut

SS&C Life & Pensions Ireland Ltd Gender Pay Gap Statement 2024

Hourly Remuneration and Bonus Remuneration Gaps

	2023 Mean	2024 Mean	Change
SS&C Hourly Remuneration Gap	17.4%	18.6%	+1.2%
SS&C Bonus Remuneration Gap	56.3%	46.6%	-9.7%
SS&C Hourly Remuneration Gap - Part Time Staff	11.0%	29.4%	+18.4%
SS&C Hourly Remuneration Gap - Temporary Staff	-	-	-

	2023 Median	2024 Median	Change
SS&C Hourly Remuneration Gap	19.5%	22.2%	+1.7%
SS&C Bonus Remuneration Gap	27.4%	8.4%	-19.0%
SS&C Hourly Remuneration Gap - Part Time Staff	26.3%	38.24%	+11.9%
SS&C Hourly Remuneration Gap - Temporary Staff	-	-	-

Percentage of Employees with a Bonus and Benefits in Kind & Equity (BIK)

	2023 Male	2023 Female	Gap
% of employees with a bonus	57.4%	51.7%	-5.7%
% of employees with BIK	30.1%	31.1%	+1%

	2024 Male	2024 Female	Gap
% of employees with a bonus	66.50%	52.41%	-14.08%
% of employees with BIK & Equity	71.07%	72.41%	1.35%

SS&C Hourly Remuneration and Bonus Gaps

Our hourly remuneration mean Gender Pay Gap is 18.6% and our median is 22.2%. These values are slightly higher than those in 2023, and reflects the number of higher earning male employees.

Our mean bonus remuneration gap is 46.6% and our median is 8.43%.

Our Gender Pay Gap for part-time employees has increased to 26.3%. There are however only 3 males that work part-time meaning it is difficult to draw any firm conclusions from this statistic.

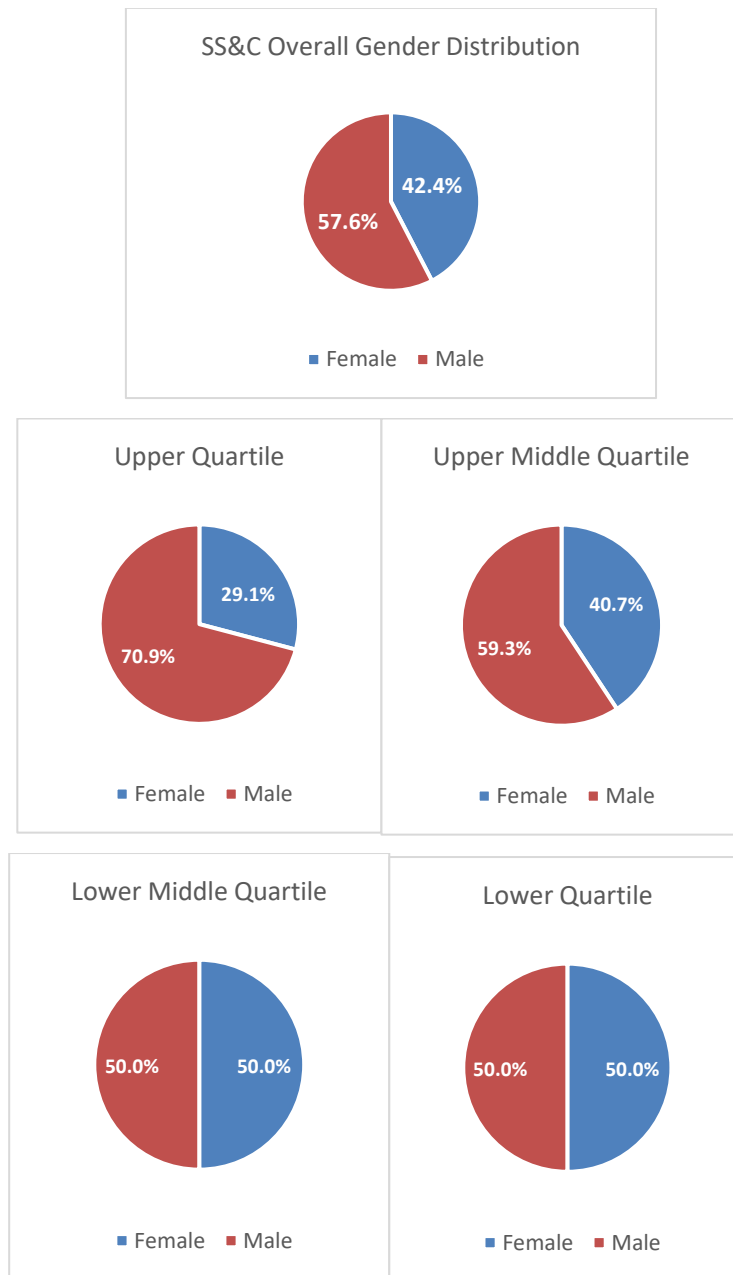
There is no Hourly Remuneration Gap for temporary staff as we do not have any females on temporary contracts.

Percentages of employees with a bonus and benefits in kind

There is a difference in the proportion of males and females in receipt of a bonus. This is because there are more males in roles that eligible to pay a bonus.

In 2024 this statistic now contains equity plans. This change has increased the numbers of males and females significantly, whilst the gap has remained similar to those selecting the BIK benefits only.

SS&C Quartile Distribution



Quartile Distribution Analysis

Overall, our population is 57.6% male and 42.4% female but this distribution varies with each pay quartile, with a substantially lower percentage of females in the upper quartile (29.1%).

In the lower and lower middle quartiles females are equally represented compared to the overall distribution. In the upper middle quartile, the distribution of females is in line with the overall distribution, whilst in the Upper Quartile the distribution of females is significantly below the overall distribution.

Analysis of population by seniority

Our analysis shows that at senior and mid-level roles, there is an under-representation of females. This is having an impact on our gender pay gap.

Population by seniority level

Female		Total		Total	Male	
1	1	2	Senior	6	6	0
58	17	75	Mid-Level	121	118	3
60	9	69	Junior	71	71	0

Full Time
Part Time

Steps we have taken and will take going forward to help close our GPG

Firstly, we will review ways to **analyse this data** in order that we best **understand the gap** we have. We acknowledge the data in this report and see this as an important measure of our pay and bonus gap. We will find more ways to generate this data on a more regular basis and build it into our **MI reporting**.

We are successfully attracting females into our organisation, however this is mainly at junior levels and although this gives us a great opportunity to develop a pipeline of talented females internally for the future, it also means that right now, we have a larger percentage of females doing more junior roles, which will attract lower salaries.

We will continue to ensure **our recruitment and promotions processes** shortlist the best candidates from all backgrounds. The talent acquisition team use inclusive language in job adverts and shortlisting of candidates focuses on selecting candidates who closely match the requirements of the role, regardless of gender (or any other demographic).

Moving into 2025, we continue to look to further review our approach to recruitment to ensure it is not only gender neutral and inclusive, but to also ensure it encourages female applicants, especially into senior positions in the organisation.

We have launched our **Inclusion Champions Network**. This is a group of trained employees that will support managers and employees to make improvements around inclusion. The intent behind all of this work is that we want men, especially men in leadership positions, to understand that they have an important allyship role to play in the development of talented females in our organisation. Our development of this work and our DE&I program in general will continued during 2024.

Our **Be Inspired** group has remained committed to connecting professionals who can share knowledge, skills, interests and experiences affecting women in corporate life. We have run Ted Talk discussion sessions and external speaker sessions. Alongside this, the group have also worked in partnership with the **Mental Health Wellbeing Committee and Inclusion Champions** to run in office type networking and celebration events. These groups have many more networking and speaker type events lined up for 2025 to ensure that, as an organisation, we continue to raise awareness of DE&I topics in general, but also specifically about Gender Equity and everyone's role in working towards this.

Our commitment to supporting women and underrepresented groups in the workplace is exemplified through the **#IamRemarkable workshop**. This transformative 90-minute session is designed to empower individuals to openly articulate their achievements both professionally and personally. Originally tailored for women, the workshop has evolved to encompass the challenges faced by various marginalised and underrepresented communities.



At a global level, SS&C has set out its commitment to Diversity, Equity and Inclusion within its ESG report, which is available to view on the SS&C website.

Declaration

I confirm that SS&C Life & Pension Services Ireland's Gender Pay Gap calculations are accurate and meet the requirements of The Gender Pay Gap Information Act 2021.

Damien Barry

Chief Executive Officer – Global Investor & Distribution Solutions Europe