



# TRAYPORT 2024

## GENDER PAY GAP REPORT



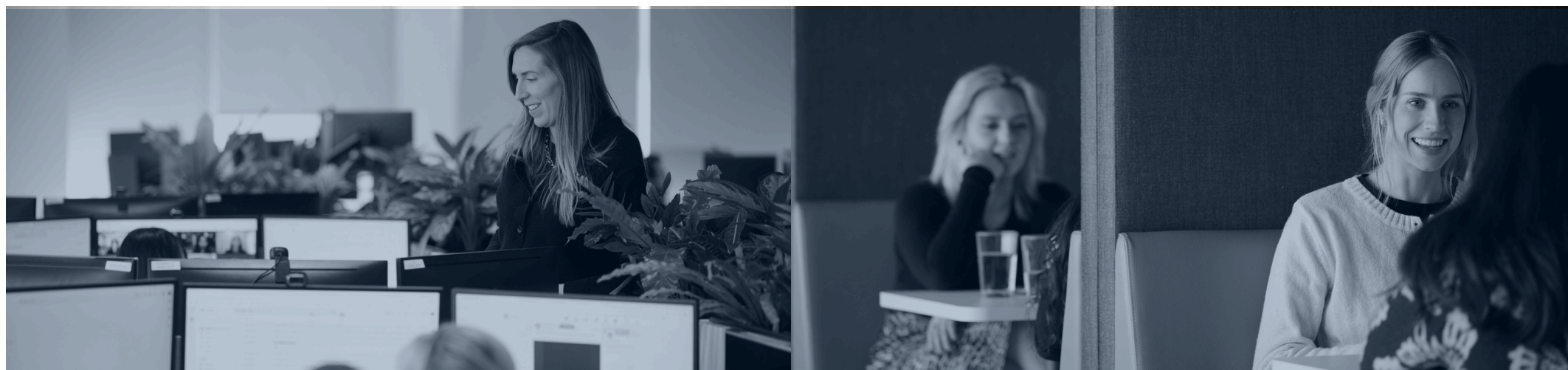
# PART 1:

## Introduction

The UK Government requires all UK employers with more than 250 employees to report and publish specific figures about their gender pay gap. This annual report provides information on the gender pay gap at Trayport Ltd for the period **6 April 2023 - 5 April 2024**.

The gender pay gap is the difference in average pay between men and women over a period of time, regardless of role, tenure, schedule, performance, or any factor other than gender, however it is significantly influenced by the difference in the number of men and women at various levels within the organisation.

The gender pay gap should not be confused with equal pay, which is covered in the Equal Pay Act 1970. Equal pay is the difference in pay between men and women who carry out the same or similar jobs of equal value, whereas the gender pay gap is the difference between average pay across all jobs.



## > About us

Founded in 1993, Trayport is the primary network and data platform for European wholesale energy markets. Our network and solutions provide choice and support the growth of our trader, broker and exchange clients and trading markets. Our solutions are used worldwide in multiple asset classes across OTC and cleared markets.

Trayport Limited is a wholly-owned subsidiary of TMX Group Limited (TMX Group).

# > Our Values

At Trayport we have three core values which are integral to everything we do. We fully embrace these values and embed them in our approach to pay equity and our group-wide initiatives to help continue reducing our pay gap.



## CLIENT-CENTRIC

We collaborate to deliver excellence for our clients.  
We are accountable to our clients.  
We put our clients at the heart of what we do.



## COURAGE

We have the courage to be bold and innovate.  
We encourage and embrace straight talk and authenticity.  
We learn when we fail forward.



## TRUST

We act with unyielding respect and integrity.  
We care about each other's success and wellbeing.  
We are inclusive and foster belonging.

# > Our Commitment to ED&I

Equity, Diversity & Inclusion (ED&I) is a key priority for Trayport. We are committed to leading by example by fostering a fair, diverse and inclusive culture of belonging that results in positive change for the people, communities and markets we serve. To fully embrace this, we work together on taking action to strengthen behaviours, processes and systems. Our ED&I strategy focuses on three key areas, including:

- inclusive practices;
- workforce representation;
- client, market and community impact.

# PART 2:

## Our Gender Pay Gap Data

### Hourly rate of pay by gender

Gender pay gap data measures the difference in hourly pay of men and women in all roles across the business.

16.6%

26.4%

Mean Gender Base Pay Gap

Median Gender Base Pay Gap

### Bonus payment by gender

Gender bonus pay gap measures the difference in bonus payments given to men and women across the business.

-4.1%

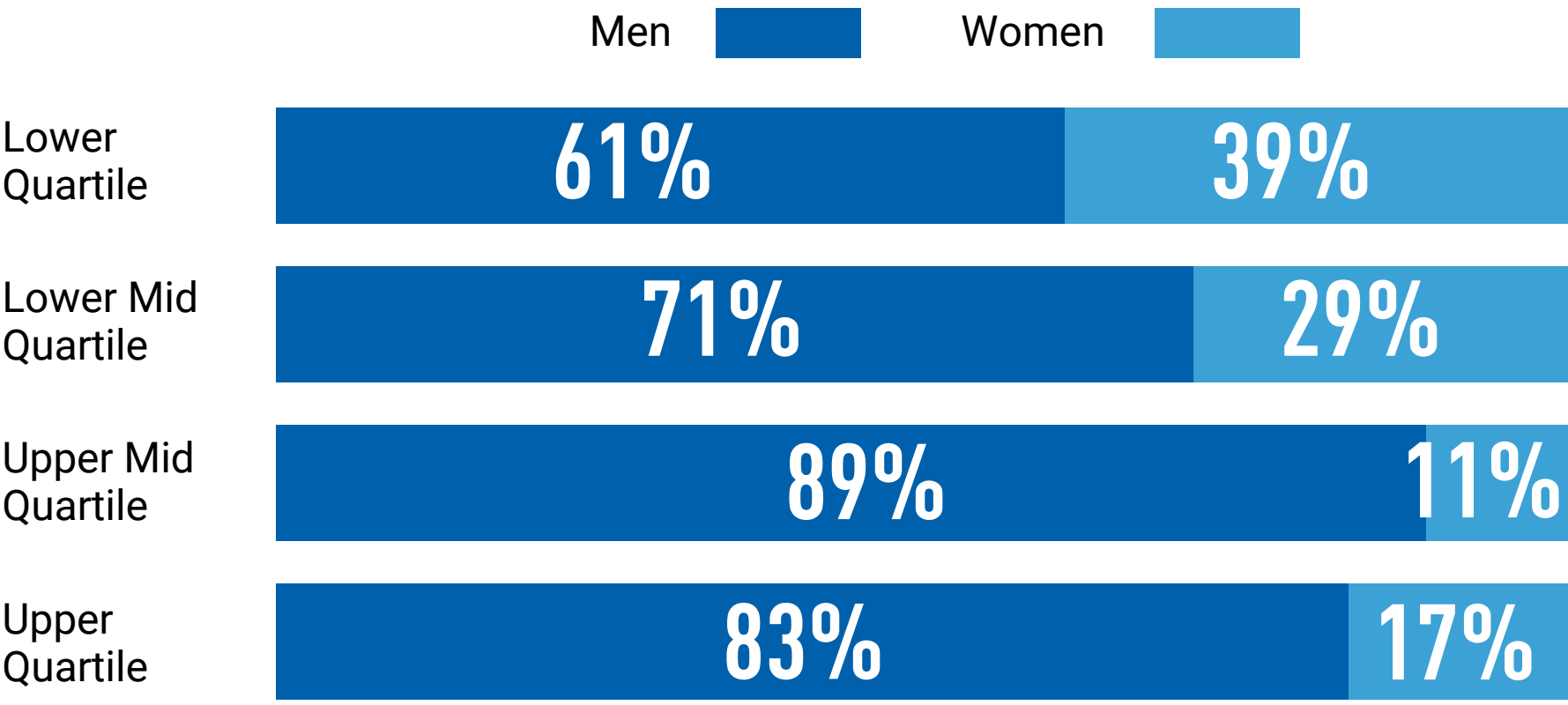
18.1%

Mean Gender Bonus Pay Gap

Median Gender Bonus Pay Gap

### Workforce pay data in four quartiles

The proportion of men and women in each hourly rate quartile pay band.



### Proportion of men & women receiving bonus payments







# Understanding Trayport's Gender Pay Gap Data

4.

There are factors that influence our gender pay gap, from the percentage of women in management positions and the gender makeup of specific teams. However, through regular analysis of equivalent roles, we are confident that men and women are paid equitably.

Trayport's gender pay gap is mainly affected by seeing lower female representation in both the Upper Middle and Upper Quartile. Having fewer women in these higher paying roles creates a wider imbalance in our overall mean and median pay gaps. The technology industry, and therefore roles that require a highly technical skill set (e.g. Software Development), remains male dominated and highly competitive; recruiting and retaining such professionals demands a premium. Around 60% of Trayport's UK population sit in our Development or Technology departments, with only 14% of that population being women.

Looking at the remaining 40% of our workforce (who sit in non-Development teams like Finance, Sales or Legal), our overall mean gender pay gap halves to 8%. When we further look at mid-level roles in these areas, women are in fact paid 3% more on average than men.

Between April 5th 2022 and April 5th 2024, Trayport Ltd's female population grew by 13%.

With only 21%\* of UK IT specialist roles being held by women, under-representation remains an industry-wide challenge that all UK technology companies face, and we remain committed to increasing our female representation. This commitment is reflected in our company objectives that includes an ambitious but steadfast target of achieving a balanced gender representation (of at least 40% women) across our workforce by assessing how we attract, retain and engage.

\*BCS Diversity Report 2024, The Chartered Institute for IT



## PART 3: Closing the Gap

### Attract

In order to reduce unconscious bias in our recruitment processes, we undertook a systematic review to remove barriers in our assessment and selection criteria. To achieve this, we harnessed tools to make better use of gender neutral language in our job adverts, partnered with hiring managers to widen the range of skills we target, and embraced a simplified interview process aimed at making it more inclusive to all candidates. In addition, an onboarding questionnaire was introduced to gain further feedback on how we can improve the experience of our latest joiners.

Trayport has continued its active participation in events that champion female representation in the technology industry. For the second year running, we were an official sponsor the UK's largest tech event for women, 'Women of Silicon Roundabout', and we look forward to being a Gold Partner of Karren Brady's 'Women in Business & Tech Expo' later in 2024.

Consequently, we are proud to report that whilst our average job posting attracts 28% female applicants, 40% of Development team hires in 2024 were women. 100% of women hired in this period agreed that the recruitment stage was positive, they were well supported by their manager, and they would recommend Trayport as a place to work.







## Retain

Last year Trayport launched new internal talent management practices aimed at developing our talent and providing meaningful career growth opportunities. As a result of this, since our 2023 Gender Pay Gap Report was published, 50% of our internal movers have been female.

We have also continued to make Trayport an employer of choice for women in the Technology sector by enhancing our comprehensive benefits offering, including:

- 2 additional personal days;
- a 'Work from Abroad' scheme;
- a new Employee Assistance Provider; and
- improved medical insurance policies, now including diagnosis and support for neurodiverse conditions.

In recognition of our continued focus on our employee wellbeing, Trayport was highly commended in the best employee experience category at the 2023 CIPD Awards and was also named in the Culture 100 list, recognising the top 100 tech companies to work for in the UK.



# Engage

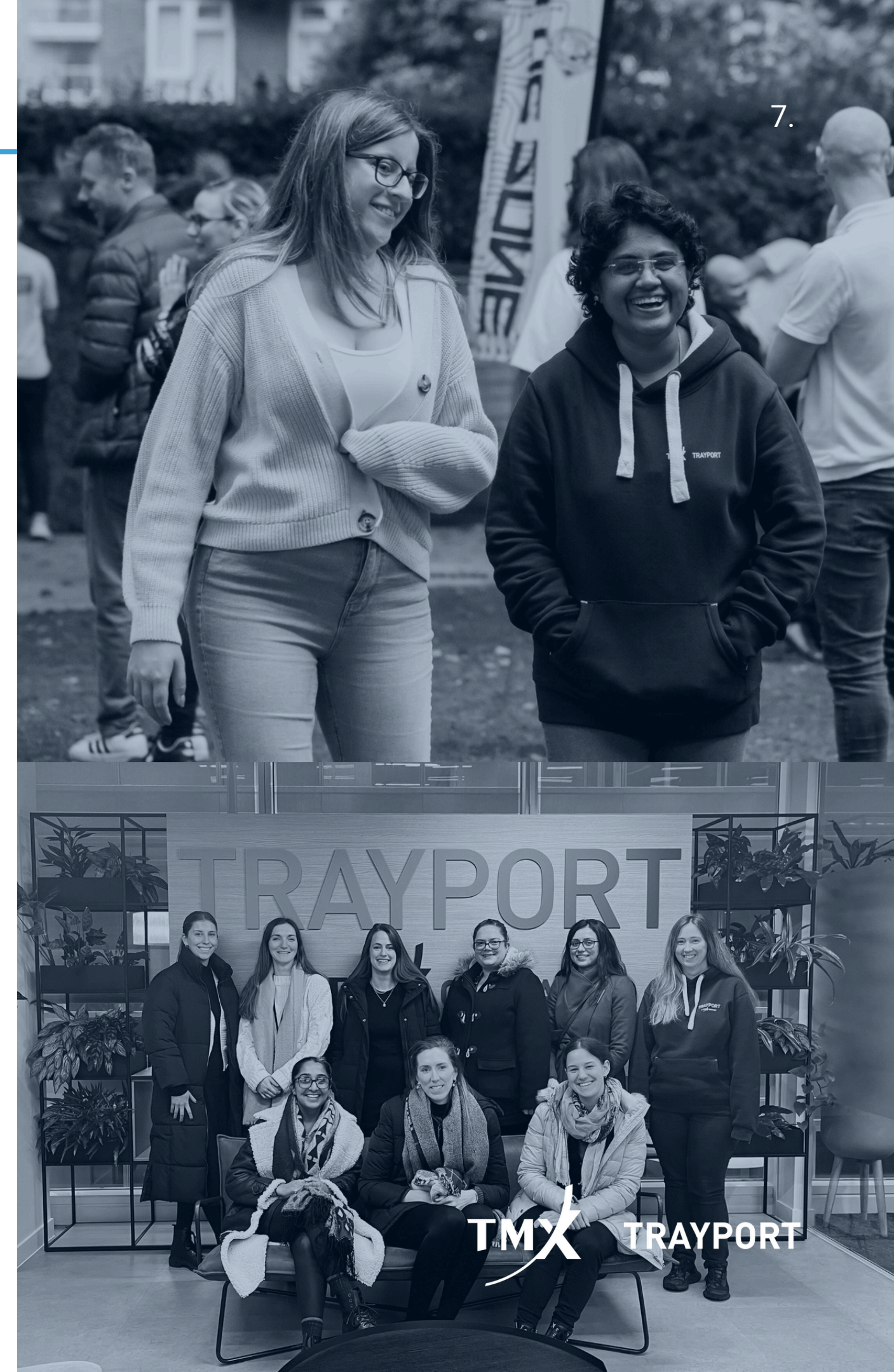
We continue to be a hybrid-first organisation supporting development, inclusiveness and collaboration of multi-generational, diverse teams whilst allowing a flexible working environment that underpins our core value of trust.

Our 'Women at Trayport' group has continued with its programme of events, featuring guest speakers, expert panelists and workshops with themes on personal confidence, impact and connection. International Women's day is now a firm fixture of the Trayport calendar, in addition to others such as Neurodiversity celebration week, Pride and Employee Appreciation Day.

We launched our Reciprocal Mentoring programme, pairing women across the business with experienced senior colleagues to offer career guidance, share knowledge and provide insight, further supporting Trayport's women in their current roles and empowering greater impact in their careers.

Our global ED&I Council continues to drive progress on our ED&I strategy and commitments, taking a hands-on role leading working groups and developing initiatives. Regional representatives hold regular drop-in sessions, taking an active part in listening to suggestions from employees on how we can better our culture of inclusion and foster belonging.

During our Annual Engagement Survey, women responded overwhelmingly positively, with sentiment around recommending Trayport as an employer, pride in their work, and maintaining healthy work-life balance receiving no unfavourable responses by survey participants.





## > Statement

8.

We confirm that the information and data in this report are accurate and in line with the requirements of the Gender Pay Gap Reporting Regulations.



**Peter Conroy**  
Chief Executive Officer