



# Gender pay

Reporting year 2024





# Our Gender Pay Gap

At Atradius, we remain committed to fostering gender inclusivity and equal representation at all levels of our organisation. Since our last report, we are pleased to see continued progress in reducing our gender pay gap. However, we acknowledge that there is still more work to be done to achieve our goal of equal representation of men and women at senior levels.

Over the past year, we have taken significant steps to enhance our ability to further monitor and address our gender pay gap. A key development has been the implementation of our Gender Pay Gap Dashboard; which provides valuable insights into gender representation, enabling us to monitor progress and evaluate whether any additional interventions are required in real time.

Our focus continues to be centred on refining our talent management processes. We have maintained equal representation of women and men in all senior management succession plans and participation in our Management Development Programmes. Furthermore, we are actively monitoring recruitment data to identify areas where women are underrepresented and implementing targeted interventions where needed. For instance, over the past year we have been working closely with local schools to encourage an equal balance of males and females choosing IT related subjects at GCSE and A-Levels.

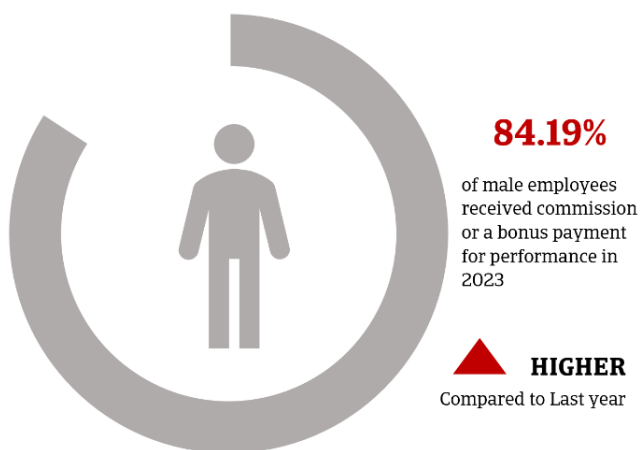
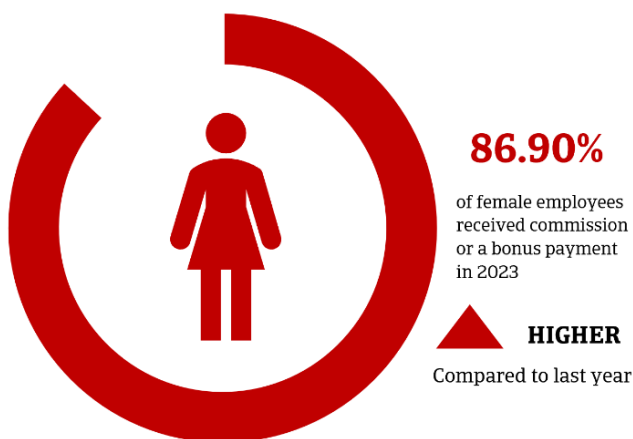


**Stuart Ramsden**

Regional Director  
UK & Ireland

The gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of role or seniority. The overall mean and median gender pay gap is based on hourly rates of pay as of April 2024 and bonuses paid to men and women for performances delivered during 2023.

Difference between men and women	Mean	Median	Compared to year prior
Hourly pay	18.64%	12.07%	Lower gap
Bonus / Commission paid	23.36%	17.36%	Lower gap

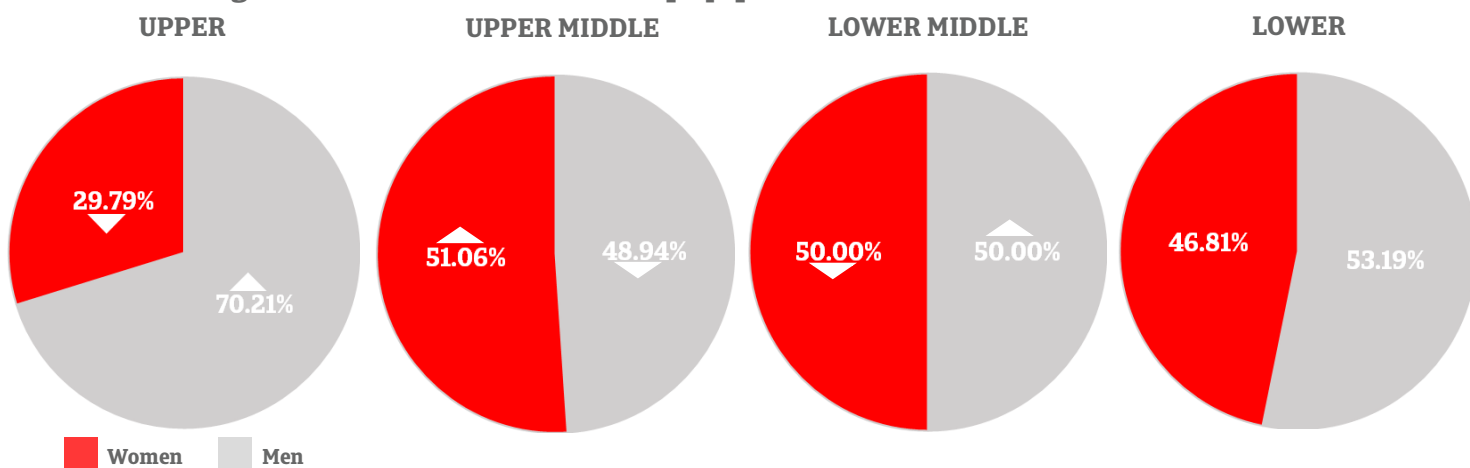


\* Interns engaged under our graduate programme do not receive bonus but are included in our findings.

## Pay Quartiles

The pay quartiles represent employees hourly rate ranked from highest to lowest and are evenly split into quartiles.

### Percentage of men and women in each pay quartile\*





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