



# Gender Pay Reporting year 2023





# Our Gender Pay Gap

Since our last report we are pleased to see that our gender pay gap has reduced. However, we recognise there is still more work to do in this area.

At Atradius, our goal is to have equal representation of men and women at senior levels. Whilst we have seen positive changes with female senior manager appointments in the last year, we still currently have more men in senior roles, and this is reflected in our existing gender pay gap. With our high rate of retention and history of long service, we expect the shift toward equal representation to be gradual.

Our focus for the upcoming year is on our talent management processes. We have ensured that there is equal representation of women and men for all our senior management succession plans and participating in our Management Development Programmes.

Alongside this we are monitoring recruitment data to understand the roles where women are underrepresented, enabling us to carry out appropriate interventions, and we continue to provide training for managers to support them in creating a more inclusive environment.

Creating a diverse, supportive, and inclusive workplace is central to our ESG agenda, and with our HR Executive Committee regularly reviewing the progress of our interventions we are working towards our desired outcome of gender inclusivity in the workplace.



**Stuart Ramsden**

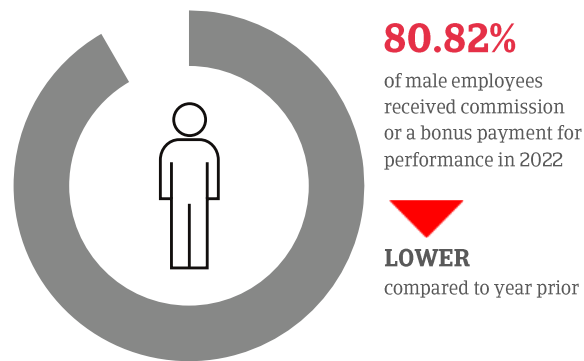
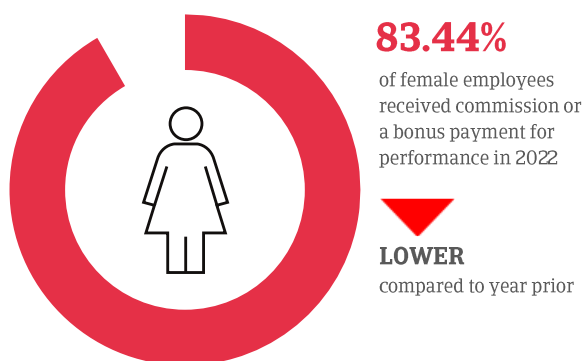
Regional Director  
UK & Ireland

# Pay and Bonus Gap

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 2023 and bonuses paid to men and women for performances delivered during 2022.

Difference between men and women	Mean	Median	Compared to year prior
Hourly pay	22.24%	11.94%	Lower gap
Bonus / Commission paid	27.13%	14.50%	Lower gap

## Bonus / Commission Payments\*

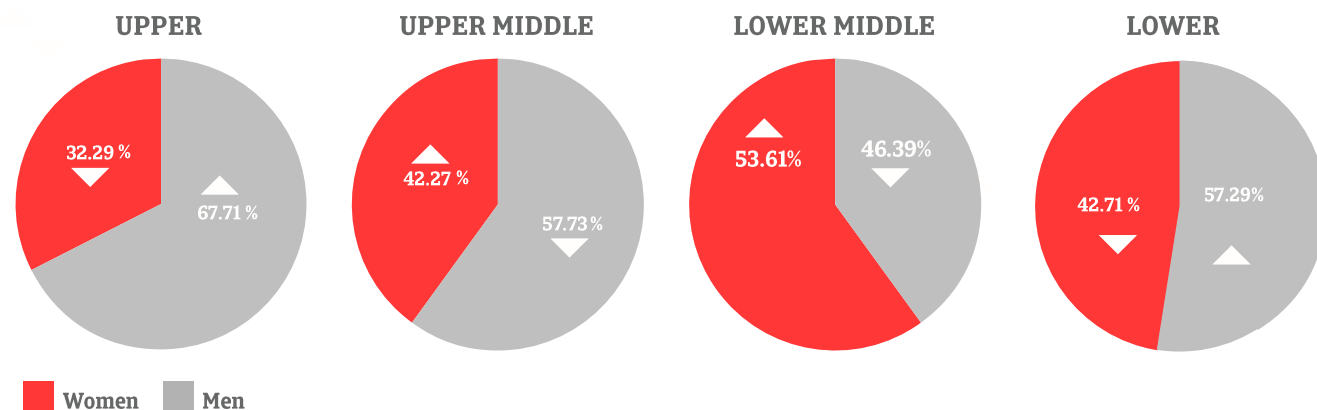


\* Interns engaged under our graduate programme do not receive bonus but are included in our findings.

# 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\*



\* Quartiles taken from snapshot data 5 April 2023

Arrows represent direction of change to year prior

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