



Introduction & Foreword

SS&C Life & Pension Services Ireland are reporting our Gender Pay Gap (GPG) for the first time. We welcome the opportunity to present our data as well as outlining the steps we are taking 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.

Organisations with more than 250 employees must report on their Gender Pay Gap for the first time in 2022. We are reporting using data as at 30th June 2022.

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

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.

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 Life & Pension Services Ireland Ltd provides business process management, technology and consultancy services to the international 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 2022

Hourly Remuneration and Bonus Remuneration Gaps

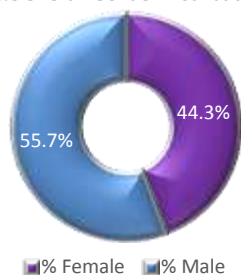
	Mean	Median
SS&C Hourly Remuneration Gap	10.9%	7.6%
SS&C Hourly Bonus Remuneration Gap	52.3%	-
SS&C Hourly Remuneration Gap - Part Time Staff	-	-
SS&C Hourly Remuneration Gap - Temporary Staff	25.2%	0.7%

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

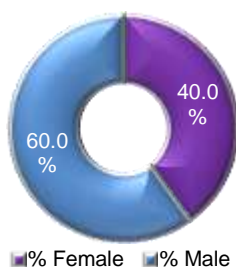
	Male	Female
% of employees with a bonus	38.6%	31.0%
% of employees with BIK	2.1%	3.4%

SS&C Quartile Distribution

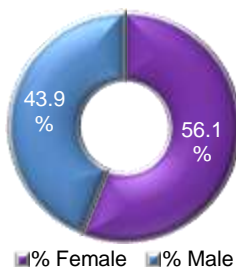
SS&C Overall Gender Distribution



Lower Quartile



Lower Middle Quartile



SS&C Hourly Remuneration and Bonus Gaps

Our hourly remuneration mean Gender Pay Gap is 10.9% and our median is 7.6%. This is lower than the estimated gender pay gap of between 11 and 14% amongst companies in Ireland.

Our mean bonus remuneration gap is 52.3% but there is no median bonus gap as less than half of both males and females received an award, meaning the median for both is 0. The same is true for part time staff as there are no males that are part time to compare against the figures for females.

We have very few temporary employees, so no firm conclusions can be drawn from the data shown

Percentages of employees with a bonus and benefits in kind

There is a significant difference in the proportion of males and females in receipt of a bonus. This is because there are more males in roles that traditionally pay a bonus. There are very few employees that receive benefits in kind and these are people that joined SS&C following an acquisition

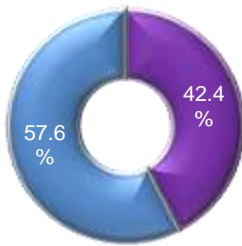
Quartile Distribution Analysis

Overall, our population is 55.7% male and 44.3% female but this distribution varies with each pay quartile, with a declining percentage of females in the upper quartiles.

In our lower quartile, female employees are slightly under-represented compared to the overall distribution

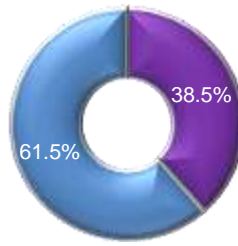
In the lower middle quartile, females are over-represented which will be having a significant impact on our Gender Pay Gap.

Upper Middle Quartile



■ % Female ■ % Male

Upper Quartile



■ % Female ■ % Male

Population by seniority level

Female		Total		Total	Male	
0	0	0	Senior	3	3	0
43	12	55	Mid-Level	71	71	0
56	5	61	Junior	72	72	0

Full Time
Part Time

In the upper middle quartile, the percentage of females is less than the lower middle quartile

This trend continues in the upper quartile and is the main contributor to the Gender Pay Gap.

Analysis of population by seniority

Our analysis shows that there is a small under-representation of females at the mid-level and all 3 people at Senior level are male. This is having an impact on our gender pay gap.



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

Talent Attraction

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

As part of our 2023 goals, we are looking 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.

Talent Retention and inclusion

Across SS&C we review all salary and bonus decisions from a gender perspective before final approval to remove any unconscious bias and ensure fairness. The publishing of our Gender Pay Gap report will help further raise awareness of the issue and positively influence decisions by managers.

SS&C has an 'Inclusion in the workplace' course for all staff that includes awareness of gender-based bias.

We have recently created an overarching comprehensive approach to Equity, Diversity and Inclusion and communicated this to all employees through our Leadership Promise which provides clarity on the underlying principles that we are striving towards: As well as continuing to progress the recruitment process, our Be Inspired group, Culture committee and HR team are collaborating to create an Equity, Diversity and Inclusion program of activity for 2023. Gender will be one of the key streams within this activity and we are already building actions within this stream, such as the career progression survey and focus.

30th June 2023 Gender Pay Gap Report

As of 1st November 2022, the employees associated with SS&C Life & Pensions Services Ireland Ltd transferred their employment to SS&C Wealth & Insurance Ireland Ltd. As a result, the 2023 report will include all employees in SS&C Wealth & Insurance Ireland.



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
Head of Global Investor and Distribution Solutions, Europe