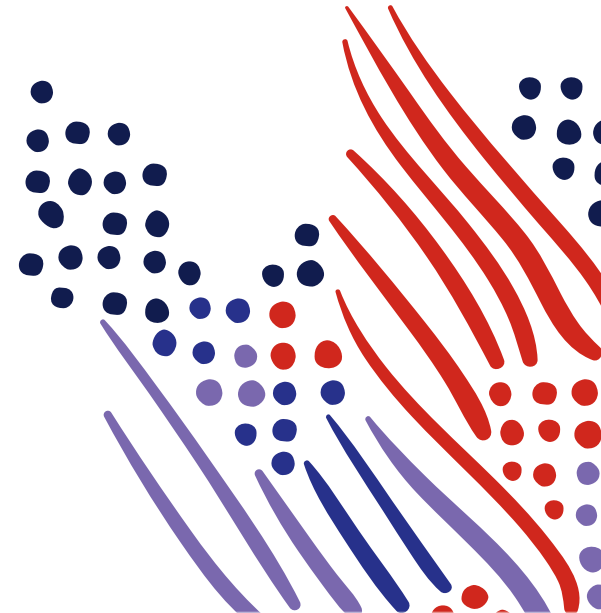


# Gender Pay Gap Report

2024

ADP UK

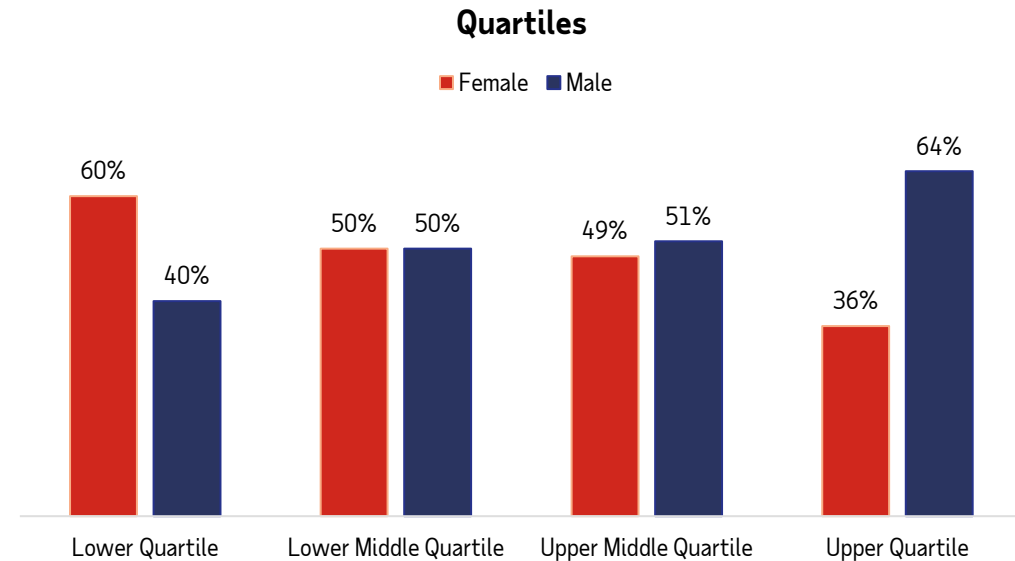


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# 2024 Gender Pay Gap Results

	Median	Mean
Pay gap	17.7%	16.4%
Bonus gap	36.7%	53.5%

Proportion of males and females receiving bonus payments



Our median pay gap decreased by 0.9% and the mean pay gap also decreased by 5.8%. Our median bonus gap decreased by 3% and the mean bonus gap also decreased by 1.9% compared to 2023. We recognise that our gender pay gap results are largely driven by the higher proportion of male employees in sales, technology and senior executive roles - particularly given that our UK hub is a central location for these international functional roles that have a remit beyond the UK. ADP is very focused on improving female representation in these areas. We firmly believe that these gaps do not indicate pay inequity between male and female employees for work of equal value.

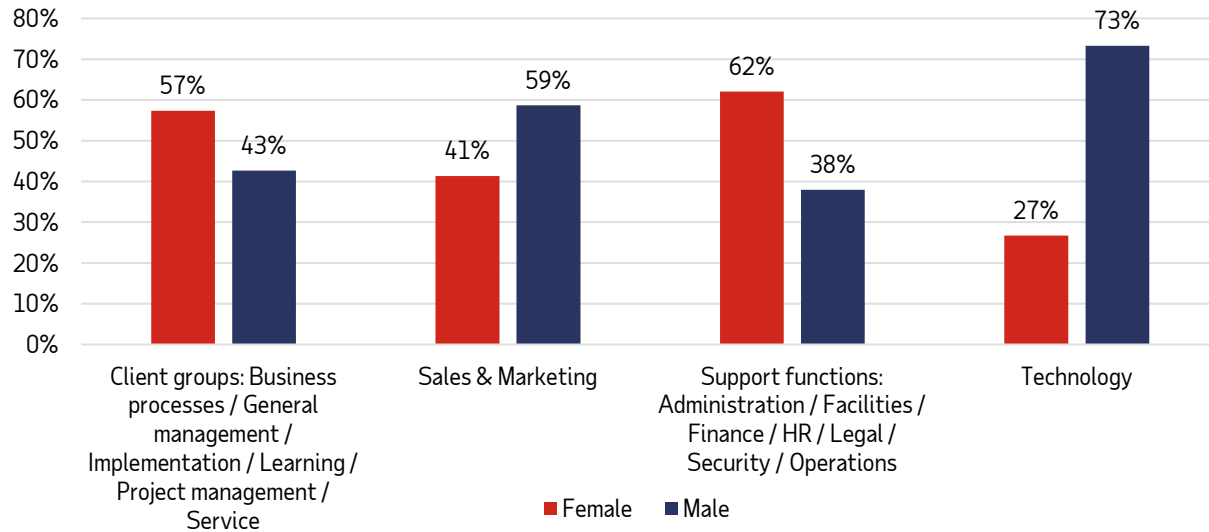
## Sirsha Haldar, General Manager - UK

As in previous years, we have focused on closing the gender pay gap and during the reporting year we have continued to invest in the salaries of our core service and implementation teams which has had a positive impact on the pay gap. Our commitment to addressing the gender pay gap is a reflection of the importance we attach to diversity and inclusion in order that ADP reflects the society which we operate in and serve. Our business resource groups and the UK & Ireland Inclusion & Diversity Team ensure the interests of diverse groups are represented and provide an invaluable source of innovation, inspiration and education to all of us in ADP. Across the organisation we are working hard to continue to increase the proportion of women in executive positions, sales and technology specifically as we have identified that this is where our gender pay gap challenge lies. We will not solve the challenge simply by hiring from other companies but by developing and creating career paths for our associates into these roles. As required by the regulation, I confirm the data reported is accurate.

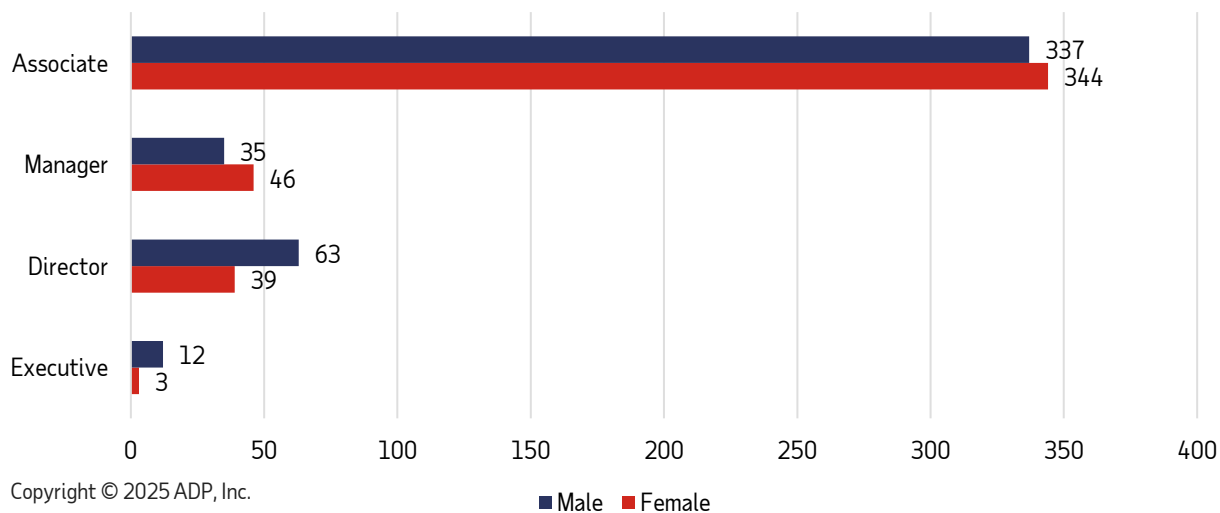
Sirsha Haldar

# Key Metrics

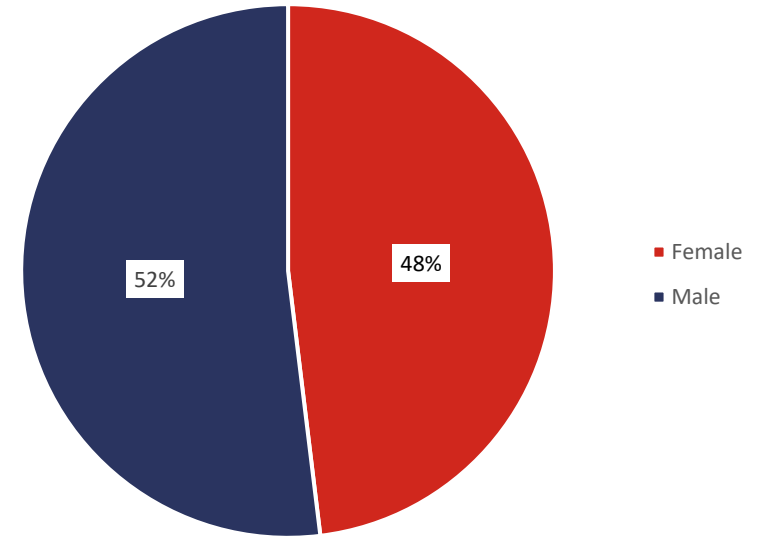
### Business Area by Gender



### Job Level by Gender



### Associates by Gender



- The overall gender split across ADP has slightly tilted in favour of men.
- We are committed to building strong female talent pipelines in sales, technology and leadership roles.

# Action Plan

At ADP, we are deeply committed to fair and equitable pay as it is critical to creating an inclusive and engaging culture to nurture and develop all associates so they can reach their full potential. We make pay decisions based on skills, job-related experience, the market value of the job, and performance. We continue to build on our focus on the global pay equity gap and better leadership representation of women globally. We are confident that our inclusion and diversity programmes, outlined below, will deliver over time. We have also recently promoted a female into the role of Senior Director, Product Development, Melissa Goddard representing Global Product Technology.

- iWIN (International Women's Inclusion Network): Its purpose is to Engage, Equip and Empower women to achieve personal and professional success to drive ADP's business results.
- #BreakTheCeiling is our gender diversity initiative aiming to drive optimal performance through inclusion of a diverse leadership team. Our 3 focus areas are:
  - Establishing role models at all levels of the organization to inspire women
  - Sponsoring our women talents to facilitate leadership advancement
  - Delivering unconscious bias training to all of our associates
- Women in Leadership (WIL) promotes leadership and career advancement opportunities for women to progress into executive roles, with the mantra: "lift as you climb", so that every step you move forward you bring someone with you.



We continue to enhance Inclusion & Diversity within the workplace – for a second year in a row, we put ourselves forward to participate in the Inclusive UK Companies and were ranked 43<sup>rd</sup> (10 places higher than the previous year) and have ongoing training for our associates on unconscious bias. We continue to support women in sales by encouraging their success through our global initiatives such as Women in Sales Leadership (WISL) to enhance their growth and career development. This is an area where salaries are typically above average and therefore the current male/female ratio is contributing to our gender pay gap. To attract candidates from diverse backgrounds we have run a development programme in our Service team for a number of years. This year, we have introduced a more structured salary progression approach for employees in the development programme during their first 2 years of service to ensure they are rewarded for their experience and progression. Since 2021 we've run a graduate programme in Technology which spans multiple countries. We always aim for a 50/50 male to female ratio in candidates in this programme. It remains challenging to recruit women into technology roles, however we continue to work with Talent Acquisition and external partners to improve our position. We aim for a good gender mix in our succession planning, talent pipeline initiatives and recruitment shortlists. We have updated our approach for approvals of any salary increases as there is now a greater focus on pay equity and transparency globally within ADP. We periodically review our roles and salaries against the market. We have also reviewed our wellbeing initiatives by introducing an improved sickness absence policy and paid compassionate leave which contribute to our overall strategy of retaining our employees.