

2018 Gender Pay Report

Link Asset Services has 10 employing companies in the UK employing more than 2,000 employees. Of these companies, two employ 250 or more relevant employees as at 5 April 2018. The data for these two entities is set out below.

Pay and Bonus Gap

The tables below show our mean and median hourly gender pay gap for our companies with over 250 employees based on hourly rates of pay as at the snapshot date (i.e. 5 April 2018). It also captures the mean and median difference, where there is one, between bonuses paid to men and women in the year up to 5 April 2018.

Link Market Services Limited:

	Mean	Median
Hourly Pay	30.52%	31.51%
Bonus	30.50%	33.33%

Link Fund Administrators Limited:

	Mean	Median
Hourly Pay	34.23%	22.89%
Bonus	86.05%	62.03%

Proportion of employees receiving a bonus

	Mean	Median
Link Market Services Limited	39.09%	29.43%
Link Fund Administrators Limited	34.43%	34.56%

Proportion of employees in each pay quartile

Link Market Services Limited:

Pay Quartile	Male	Female
Upper	66.67%	33.33%
Upper Middle	54.76%	45.24%
Lower Middle	40.48%	59.52%
Lower	32.38%	67.62%

Link Fund Administrators Limited:

Pay Quartile	Male	Female
Upper	72.73%	27.27%
Upper Middle	57.30%	42.70%
Lower Middle	46.07%	53.93%
Lower	53.93%	46.07%

Key:

Mean and Median – The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employee's earnings.

Proportion of males and females receiving a bonus – The proportion of male and female employees who were paid any amount of bonus pay.

Proportion of males and females in each pay quartile band – The proportion of male and female employees in four quartile hourly rate pay bands ranked from lowest hourly rate to the highest hourly rate. It is done by dividing the workforce into four equal parts.

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