

NORTHERN TRUST GENDER PAY GAP REPORT 2023 – UK

FOREWORD

Fostering and supporting a globally diverse and inclusive workforce is a strength of Northern Trust which will aid in our success. We are an equal opportunity employer and aim for excellence in our efforts to recruit and develop our workforce.

As required by government legislation, Northern Trust and all companies in Great Britain with more than 250 employees, must disclose their gender pay gap annually. We support the widespread publishing of gender pay gaps and are continually looking to make improvements to close our own gender pay gap.

For us, this is about ensuring equal opportunity for all males and females to participate in all areas of work and at all levels of seniority. We support this by the many initiatives facilitated throughout our organisation, including those delivered by our Women in Leadership and Working Families Business Resource Councils, in addition to encouraging our employees to access and engage with external networks including the London Women's Forum and WeAreTheCity.

Some of these initiatives will impact and address our gender pay gap, for example:

- Running leadership development programmes, such as our Diverse Leaders' Programme, for diverse groups. Our women's programme has been running for eight years and is designed to ensure the pipeline of female talent for senior roles remains strong.
- Joining the Women in Finance Charter and setting targets to address gender diversity at Northern Trust. We will continue to focus on activities that will help us to achieve these targets. We met our first target a year early, and then reset our target again to continually raise the bar.
- Including unconscious bias training for hiring managers and recruiters to address potential bias in our recruitment processes and mandating that the slate of candidates we consider for senior roles is diverse.

We continue to make progress in closing our gender pay gap and our figures remain lower than most of our Financial Services' competitors. However we will continue to strive to further reduce the gap.

Teresa Parker
President, Northern Trust, EMEA

Mark Lacey
Head of HR, International and Shared Services

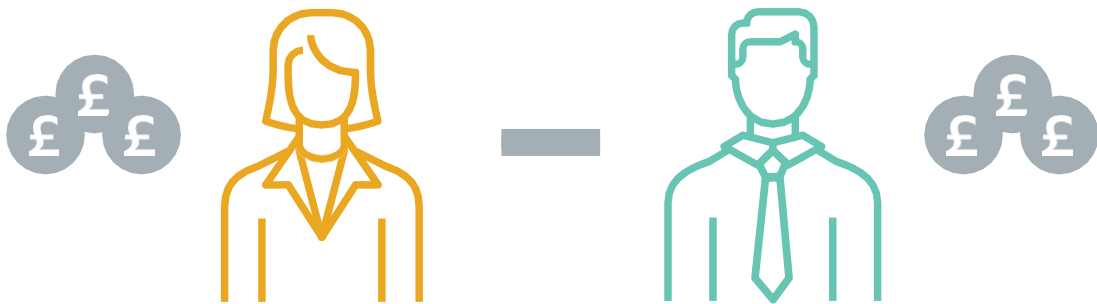
WHAT IS THE GENDER PAY GAP?

The gender pay gap is often confused with equal pay - but they are not the same. The gender pay gap is the difference in the average hourly pay of all males and all females across an organisation. Equal pay is about ensuring that males and females receive the same pay for equivalent work (i.e. carrying out the same jobs).

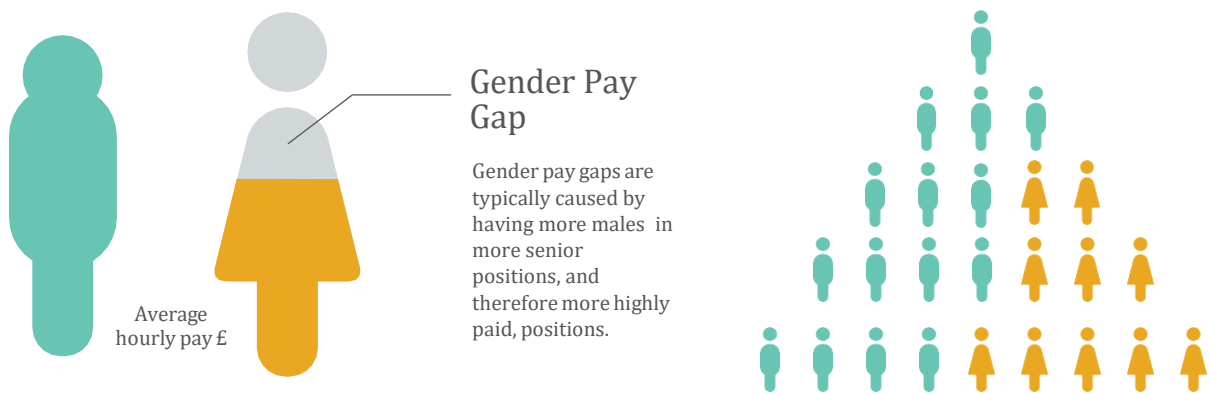
An organisation can have a gender pay gap whilst still ensuring males and females receive equal pay. This is because gender pay gaps are typically caused by having more males in more senior positions, and therefore more highly paid, positions. This will mean that males receive a higher average pay than females.

There are also a number of legitimate reasons people can receive different pay for doing the same job. For example, skills, previous experience, or how long they have been in a role.

EQUAL PAY IS ABOUT ENSURING MALES AND FEMALES RECEIVE THE SAME PAY FOR EQUIVALENT WORK



GENDER PAY GAP IS THE DIFFERENCE IN AVERAGE HOURLY PAY OF ALL MALES AND FEMALES ACROSS AN ORGANISATION



OUR GENDER PAY GAP

Pay and Bonus Gap

At Northern Trust, our hourly gender pay gap is **14.8%** on a mean basis and

15.6% on a median basis (shown in Table 1).

The national median gender pay gap is 14.3% (provisional estimate – per the Office of National Statistics).

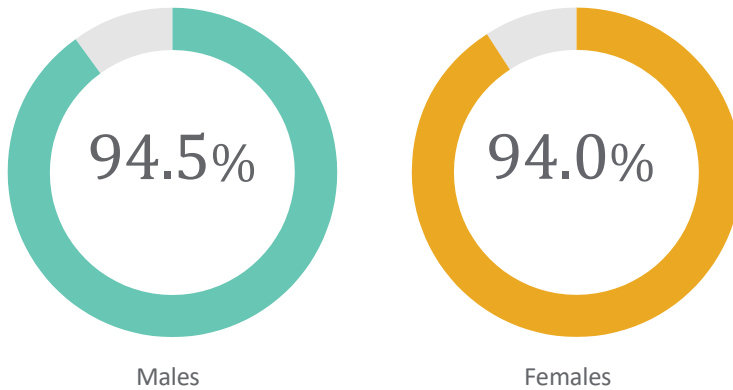
At Northern Trust, although the number of males and females receiving a bonus is comparable (Exhibit 1), our median bonus gap is **29.1%** and our mean bonus gap is **38.7%** (Table 1). This suggests that our gender bonus gap is a result of the amount of bonus paid rather than bonuses being awarded to a significantly higher proportion of males.

The bonus gap is based on actual data; it is not annualised for those who work part-time or were on a leave of absence during the previous 12 months. As there are more females who work part-time or take a leave of absence, this helps to explain why the bonus gap is larger than the hourly pay gap.

TABLE 1

	Mean	Median
Women's Hourly pay is..	14.8% lower	15.6% lower
Women's Bonus pay is..	38.7% lower	29.1% lower

EXHIBIT 1: WHO RECEIVED BONUS PAY?



The demographic profile of our organisation is a major reason for our overall gender pay gap and we have been taking action to tackle this at Northern Trust.

Pay Quartiles

At the snapshot date of 5th April 2023 our gender pay gap tells us that there is an over-representation of females in the lowest paid quartiles and an under-representation of females in the upper, higher paid quartiles. This means that there are more males in more senior positions, and therefore highly paid, positions.

TABLE 2

Pay Quartiles	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Males	48.5%	63.2%	67.2%	69.3%
Females	51.5%	36.8%	32.8%	30.7%

Full-pay relevant partners only, based on hourly pay.

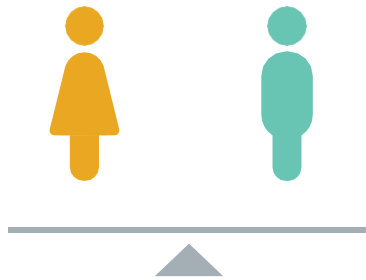
DIVERSITY AT NORTHERN TRUST

Supporting and developing a globally diverse and inclusive workforce is a priority for Northern Trust. This is evidenced by the many initiatives facilitated throughout our organisation, including those delivered by our Women in Leadership and Working Families Business Resource Councils and by encouraging our partners to access and engage with external networks such as the London Women’s Forum and WeAreTheCity.

Some of these initiatives will impact and address our gender pay gap, for example:

- Running leadership development programmes, such as our Diverse Leaders’ Programme, for diverse groups. Our women’s programme has been running for eight years and is designed to ensure the pipeline of female talent for senior roles remains strong.
- Joining the Women in Finance Charter and setting a target of achieving 38% women in senior management roles by 2030 - we continue to actively engage all levels of our organization in support of meeting our target.
- Including unconscious bias training for hiring managers and recruiters to address bias in our recruitment processes and mandating that the slate of candidates we consider for senior roles is diverse.

Although we have strong Diversity, Equity and Inclusion initiatives, we always want to do better and are committed to ensuring we achieve gender balance at all levels.



TO LEARN MORE:

Visit our Diversity, Equity and Inclusion page: northerntrust.com/gender-pay-gap.

GLOSSARY OF KEY TERMS

Pay means the gross hourly pay received during the pay period in which 5th April falls.

Bonus pay is the gross bonus received during the 12 months prior to 5th April. It is the actual bonus paid, rather than full-time equivalent for those who work part time or were on a leave of absence during the previous 12 months.

Hourly pay gap is defined as the difference between the male salary and the female salary, expressed as a proportion of the male salary.

Mean hourly pay gap is the difference between the average hourly pay of males and females. This is expressed as a percentage to give the gender pay gap in hourly pay as a percentage of males’ pay.

Median hourly pay gap is the difference between the median hourly pay rates of males and females. This is expressed as a percentage to give the median gender pay gap in hourly pay as a percentage of males’ pay.

Demographic profile is the representation of males/females within bands across an organisation.

Equal pay is ensuring males and females are paid the same for work of equal value (set out in the Equality Act 2010).

Gender pay gap is a measure looking at the difference in the gross hourly pay for both males and females across an organisation and is expressed as a percentage of males’ earnings.