

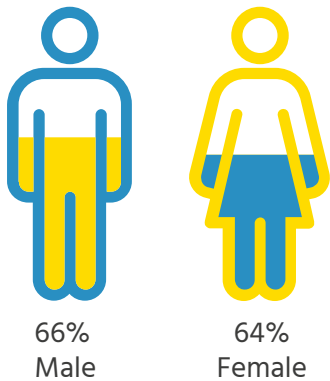
OUR GENDER PAY REPORT 2020

We are passionate about fairness, equality and inclusion and are committed to reducing our Gender Pay Gap.

OUR PROGRESS AND RESULTS

- As a company CDSL remains committed to ensure we have a good balance on gender; we continue to identify ways to improve this based on the communities where we are located. Positive steps towards this have included reviewing homeworking and flexible working policies.
- We have made progress on actions published in 2018 gender pay report and this can be identified in the statistics published.
- We continuously monitor our workforce demographics through monthly HR metrics and continually benchmark against other organisations.
- There has been a reduction in Quartile 3 and 4 of the female employees and we can identify some of the reasons for this has been due to the pandemic.

PROPORTION OF COLLEAGUES AWARDED A BONUS FOR 2020



PAY & BONUS GAP

Difference between men and women

	MEAN	MEDIAN
Hourly fixed pay	9%	1%
Bonus paid	19%	-11%

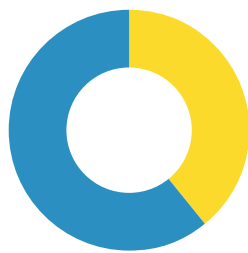
PAY QUARTILES

QUARTILE 1



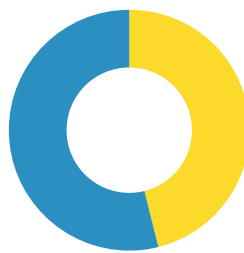
65% Male 35% Female
17% pay gap

QUARTILE 2



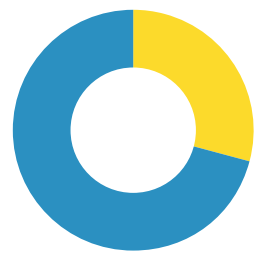
61% Male 39% Female
-1% pay gap

QUARTILE 3



54% Male 46% Female
-3% pay gap

QUARTILE 4



71% Male 29% Female
10% pay gap

We work effortlessly to ensure men and women are paid equally for carrying out the same roles at CDSL. We are aware that there is further work to be done in relation to the greater proportion of men than women who occupy senior roles and contributes towards our gender pay gap. We have made progress with our initiatives over the last 12 months but there is still more work to be done to ensure we are creating an inclusive culture at CDSL. I can confirm the data reported is accurate.

Andrew Sharp
CEO