



FitchGroup

UK Gender Pay Gap Report 2024

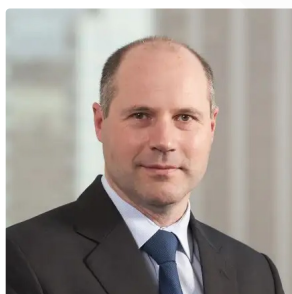
TOGETHER WE **EQUAL MORE**

Our Gender Pay Gap

A Message from our CHRO

In line with our commitment to growing our business ethically and sustainably, at Fitch we are fostering an inclusive workplace culture where everyone in our community can thrive. Our Gender Pay Gap report highlights the difference in average earnings between women and men in the UK, influenced by their distribution across different levels of seniority.

This report serves as a key tool to understand where underrepresentation exists as we continue to bolster our development, mobility, and progression opportunities for all employees globally. [Discover more](#) about our initiatives to expand our talent pool, ensure equal opportunity for all, and strengthen our inclusive culture.



Andy Jackson
CHRO, Fitch Group

Understanding the Gender Pay Gap

It is crucial to distinguish between the gender pay gap and Equal Pay. While Equal Pay ensures men and women receive equal remuneration for equivalent work, governed by the Equality Act, the gender pay gap can exist without breaching these provisions. At Fitch, the gender pay gap is not due to unequal pay for the same work.

Data Reporting Methods

- 1. Mean Pay Gap:** Reflects the difference between the average hourly pay of men and women.
- 2. Median Pay Gap:** Highlights the gap between median hourly pay rates, reducing the impact of outliers.
- 3. Bonus Pay Gap:** Measures the disparity in average bonus payments, excluding eligibility factors.
- 4. Hourly Pay by Quartile:** Compares mean and median pay rates within each pay quartile to highlight pay equity.



Our Gender Pay Gap

Fitch Ratings

Gender pay gap April 2024

23.6%

↓

Mean

16.8%

↓

Median

Gender bonus gap April 2024

69.6%

↑

Mean

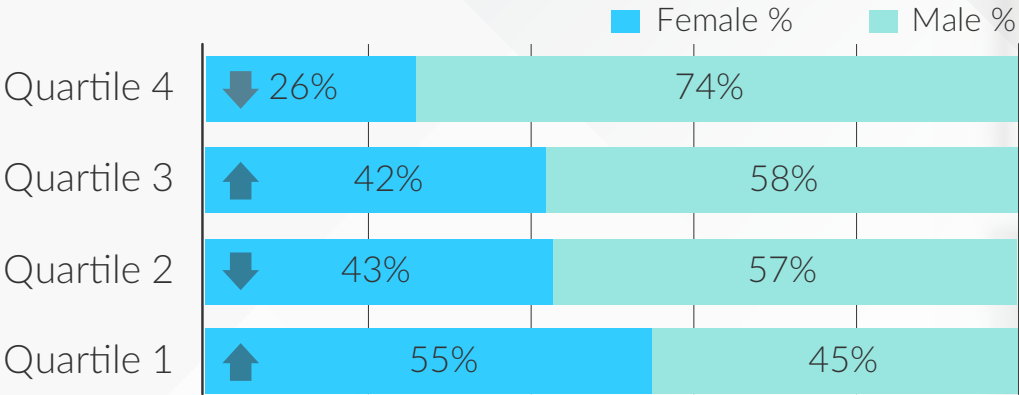
33.3%

↓

Median

Population at April 2024 - 675

Proportion of females and males by pay quartile



Gender gap by pay quartile 2024

Quartile	Female Mean %	Male Mean %	Female Median %	Male Median %
Quartile 4	47%	53%	48%	52%
Quartile 3	49%	51%	49%	51%
Quartile 2	49%	51%	49%	51%
Quartile 1	51%	49%	51%	49%

Note: Quartile 4 is the top quartile by hourly pay.



Our Gender Pay Gap

Fitch Solutions

Gender pay gap April 2024

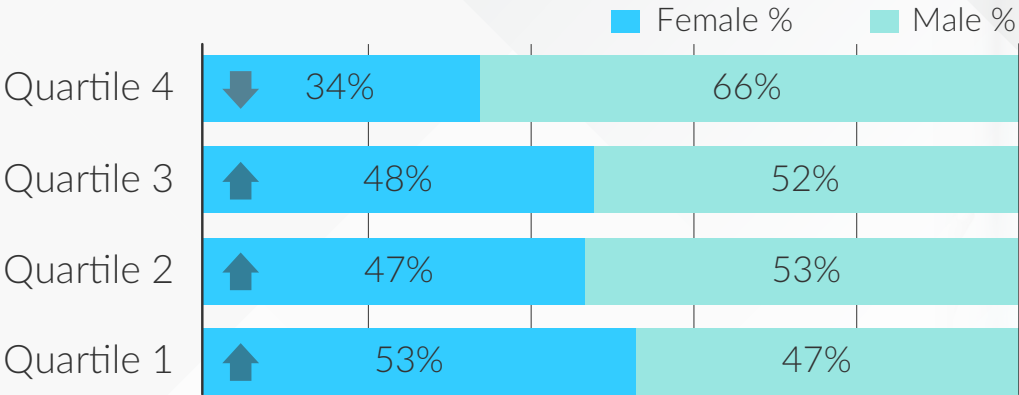


Gender bonus gap April 2024



Population at April 2024 - 538

Proportion of females and males by pay quartile



Gender gap by pay quartile 2024

Quartile	Female Mean %	Male Mean %	Female Median %	Male Median %
Quartile 4	54%	46%	50%	50%
Quartile 3	50%	50%	50%	50%
Quartile 2	50%	50%	51%	49%
Quartile 1	50%	50%	50%	50%

Note: Quartile 4 is the top quartile by hourly pay.