

## Gender Pay Gap Analysis

2019





**“The people who work for Impax make it what it is. We firmly believe that a diverse, gender balanced workforce and inclusive culture enhances creativity, problem solving and the quality of risk management and decision making.”**

### **Why is Impax doing this?**

“We believe that the gender balance of Impax is important. Since the UK Government chose to ask organisations hiring more than 250 people to publish GPG data it has become the standard for doing so; it may be a blunt statistical tool but it is useful for prompting discussion and monitoring the gender balance of staff across the seniority spectrum. Impax wishes to attract and retain talented staff, regardless of gender and we are aware that women have been less likely to seek careers in asset management. By calculating and publishing our GPG data we seek to demonstrate to our staff and stakeholders that we are committed to improving the gender balance of Impax.”

### **What do the numbers show?**

“GPG analysis asks organisations to create pay quartiles - upper, upper middle, lower middle and lowest. Our numbers show that there are more men in the upper quartile and more women in the lowest, which means the gender pay gap favours men. This is not where we would like it to be. However, looking at the last three years of data you will note that the number of women in the second (top middle) quartile has increased. This hasn't happened by accident; Impax has applied a number of measures to help improve the balance and we think this data shows that they are having an impact. But we do still have work to do.”

### **Why does Impax have more senior men than women?**

“Talent is not determined by gender. However, historically across the wider economy there has been a systemic social bias that has favoured men. This bias is even more acute in the financial services industry. This is not an excuse, but it does highlight that we need to work harder at encouraging women to apply for these types of roles, get better at understanding why they may not and consider the role we can play in encouraging more young women to study STEM (Science, technology, Economics & Maths) at graduate level.”

### **What is Impax doing about it?**

“Impax has a number of initiatives in place and we are developing more. For instance, how we expand our talent pool and attract new people to join our team. The support that we offer staff, such as training and development, along with flexible working. A better understanding of the management life cycle and training that acknowledges and looks to correct unconscious bias.”

**Ian Simm, Founder and Chief Executive of Impax Asset Management**

# Introduction

## What is the gender pay gap (GPG)?

The UK Government's gender pay gap regulation is intended to make the difference between the average (mean or median) earnings of men and women more visible. GPG data is expressed as a percentage of men's earnings e.g. women earn 15% less than men. The GPG reporting formula is something of a blunt instrument but it was intended to prompt discussion (and in so doing action), on levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

## The gender pay gap differs from equal pay.

- Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.
- The gender pay gap shows the differences in the average pay between men and women.

## Details on the preparation of the Impax GPG analysis

- The data published in this report incorporates all Impax staff except for those based in New Hampshire.
- The data was prepared by Impax HR and AON.
- The data shown here is a snapshot in time, namely the 5 April in each of the noted years.

# Impax's gender pay gap data

The gender pay gap data shown here indicates the difference in the average pay between all men and women in our organisation and presents this difference in a single number. The average will include pay across all levels/roles.

Figures are more subject to volatility for smaller companies, particularly the mean figures which are sensitive to outliers. UK regulations have been applied to all employees regardless of location. The male/female ratio at Impax in each year will also have an impact on the gaps shown by this data.

The tables below show the proportion of male and female full-time employees grouped into 'quartile' pay bands.

Pay quartiles 2017	% men	% women
Upper	94%	6%
Upper middle	58%	42%
Lower middle	67%	33%
Lower	42%	58%

Pay quartiles 2018	% men	% women
Upper	90%	10%
Upper middle	57%	43%
Lower middle	52%	48%
Lower	32%	68%

Pay quartiles 2019	% men	% women
Upper	77%	23%
Upper middle	55%	45%
Lower middle	59%	41%
Lower	35%	65%

These figures show that there are more men in senior, higher paid positions and more women in junior, lower paid positions. As you would expect this has an impact on the gender pay gap.

If you look at the upper middle pay quartile you will see that the balance is 55% male/45% female, far more in-line with where we would like to be. In 2018 we made a number of new hires and promotions that explain the difference between our 2017 and 2018 numbers.

# How we intend to close the gap

The numbers here highlight that we have some work to do to close the gender gap at Impax and we are committed to working towards doing so. There are a number of ways that we can tackle this challenge:

- **Expanding the talent pool:** we are cognisant of the need to network with a more diverse candidate pool and encourage the third parties who work with us on recruitment to consider the gender and diversity mix of the candidates put forward for roles. We will also review the way in which Impax is portrayed to prospective employees to better understand if there is unconscious bias in language that could potentially resonate more strongly with one gender over another.
- **Supporting parents and carers:** we are aware that parents and carers can find more flexible working arrangements helpful; for working mothers, where the lion's share of childcare and caring responsibility still lies, this is particularly valuable and can help new mothers feel more confident about returning to work and help to retain individuals struggling to balance caring responsibilities with work.
- **Reviews:** we will review the pay gap by level and business area to enable a deeper understanding of any talent or pay blockages which may hinder our efforts to close the gap. We will also review the performance management life cycle, looking to better understand if the mechanisms that we have are adequately recognising performance, and how this is reflected in base pay and bonuses.

---

## Contact

Impax Asset Management

30 Panton St, London, SW1Y 4AJ

+44 (0)20 3912 3000

[clientservices@impaxam.com](mailto:clientservices@impaxam.com)

---