

# Gender pay gap reporting

## 2023–2024 results UK

We believe that embedding diversity, equity and inclusion (DEI) into all that we do will create a supportive and inclusive working environment where all colleagues feel respected and valued. Central to this is our commitment to achieving equal pay and addressing any gender pay gaps.

Our inaugural pay gap report presents the gender pay gap data for CLS in the UK and US for the 2022-2023 period. A significant contributor to the gender pay gap at CLS is the lack of female representation in senior roles. While this is not unlike trends seen in other financial services and technology organizations, we are actively taking steps to improve gender representation, and in doing so narrow the pay gap.

We are recruiting more women and underrepresented groups through partnering with specialized DEI recruiters and offering colleagues inclusive interviewing training.

We also offer mentorship opportunities to support employees in advancing their careers at CLS, and our employee-led affinity groups, such as the Women's Forum and Parents and Caregivers Network, provide a professional network and safe space for our employees to collaborate and grow professionally and personally.

CLS Services Ltd UK  
Snapshot date of 5 April 2023

### Gap in Hourly Pay between men and women

16.8% 14.2%  
MEDIAN MEAN

### Gap in Bonus Pay between men and women

15.1% 12.6%  
MEDIAN MEAN

### Proportion of employees receiving a bonus

99% 99%  
MEN WOMEN

### Proportion of men and women in each pay quartile band



#### Upper quartile



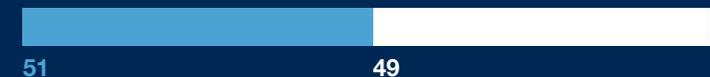
#### Upper middle quartile



#### Lower middle quartile



#### Lower quartile



# Gender pay gap reporting

## 2023–2024 results US

We are actively involved in industry organizations and initiatives that promote DEI both locally and globally. In the UK, we are a member of Women in Banking and Finance, and globally we have signed up to the GEO Action for Diversity & Inclusion pledge.

Reporting on the gender pay gap is a statutory obligation in the UK, but as a global organization, we track the data across all our operations and extend our efforts to narrow the gender pay gap to all regions.

Our goal is to ensure that all colleagues at CLS feel respected, valued and empowered to succeed, regardless of gender or background.



Marc Bayle de Jessé,  
Chief Executive Officer



CLS US Services Inc. and CLS Bank International US.  
Snapshot date of 5 April 2023

