

exertis

# GENDER PAY GAP REPORT 2022

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This report sets out detailed results for the year to April 2022, together with the initiatives we have implemented to close our gender pay gap



## Hourly Pay

**27.77%**

Mean Gender  
Pay Gap

The mean pay variance shown is the difference between the average hourly pay of men and women

Reduced by  
**2.3%**

**19.08%**

Median Gender  
Pay Gap

The median pay variance shown is the difference between the midpoint in the ranges of hourly pay of men and women

Reduced by  
**2.3%**

## Bonus Pay

**49.9%**

Mean Gender  
Pay Gap

The mean bonus pay variance shown is the difference between the average bonus pay of men and women

Reduced by  
**3.5%**

**30.1%**

Median Gender  
Pay Gap

The median pay variance shown is the difference between the midpoint in the ranges of bonus pay of men and women

Reduced by  
**11.6%**

## Ordinary pay calculations

### Pay quartiles

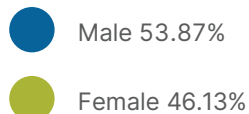
The proportion of colleagues in each pay quartile according to their gender

|                                       |                       |        |        |
|---------------------------------------|-----------------------|--------|--------|
| Mean hourly gender pay gap            |                       | 27.77% |        |
| Median hourly gender pay gap          |                       | 19.08% |        |
| Pay quartiles<br>(male % on the left) | Lower Quartile        | 53.87% | 46.13% |
|                                       | Lower Middle Quartile | 57.71% | 42.29% |
|                                       | Upper Middle Quartile | 60.45% | 39.55% |
|                                       | Upper Quartile        | 79.10% | 20.90% |

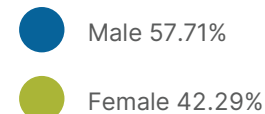
### Bonus pay calculations

|                         |       |
|-------------------------|-------|
| Mean gender bonus gap   | 49.9% |
| Median gender bonus gap | 30.1% |

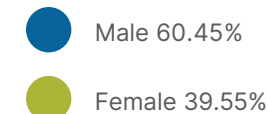
Lower Quartile



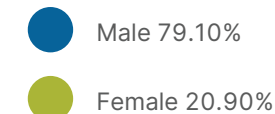
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



The percentage of colleagues receiving a bonus



74.6%

up from 55% in 2022

The proportion of male colleagues that received bonus pay in the twelve months prior to the 2021 snapshot date



78.2%

up from 56% in 2022

The proportion of female colleagues that received bonus pay in the twelve months prior to the 2021 snapshot date

OUR GENDER RATIO  
THIS REPORT USES A POPULATION OF  
**1,850** COLLEAGUES  
OF WHICH  
THERE IS A  
**60.5%:39.5%**  
SPLIT



## Understanding the gap

This information tells us that the overall gender pay gap is in favour of men. This gap is primarily driven by the demographics of our industry and the under representation of females in senior roles.

## Equal pay is different

Equal pay is different from the gender pay gap. Equal pay deals with pay received by men and women for doing the same or similar roles, or work of equal value.

Gender pay gap reporting means that even when pay is equal, there still may be a gender pay gap if there are more males than females in more senior and higher-paid roles.

## Bonus pay

Our bonus pay gap will fluctuate year on year depending on our level of bonus pay out.

We have an overall bonus pay gap in favour of our male colleagues. It is not unusual for bonus gaps to be higher than hourly pay gaps due to the impact of the demographics. While the eligibility rules for our bonus awards are the same for male and female colleagues, we have more men in higher-paid senior positions and more male colleagues in our commercial and sales roles, where a greater proportion of their total remuneration comes from bonus.

Our bonuses are based on a % of salary and with more men holding senior positions they are therefore paid higher salaries and in turn receive higher bonuses.

## More men than women in senior roles

As an industry we continue to face a challenge to attract more women into the sector. Exertis is no different in this regard. Our ongoing analysis and reduced gender pay gap leaves us confident that our efforts in increasing the underrepresentation of women at Exertis is working, although we recognise that we are still in the early stages of our journey. Our focused efforts within our Diversity & Inclusion strategy have enabled us to further grow the representation of senior females across the business. Our recruitment strategy to provide a diverse shortlist, as well as 97% of all our hiring managers undertaking unconscious bias training, has resulted in a positive impact on the diversity of our organisation.



Female MD-2 population

We also understand the need to hire females at junior levels. We believe in fostering and developing talent to ensure underrepresented and marginalised groups are given the tools they need to prosper and as a business we actively work to remove any blockers. By developing and retaining our female talent we are creating our senior female leaders of the future. Following our annual succession planning, every female that has been identified as "Green Box Talent" has been given the opportunity of a coaching session with our People team to create a personal development plan to support their career growth.



OUR MISSION IS TO HAVE A  
**DIVERSE**  
AND  
**INCLUSIVE**  
CULTURE THAT BENEFITS  
**COLLEAGUE**  
AND **BUSINESS**  
PERFORMANCE BY ENABLING  
**EVERYONE**  
TO BE THEIR **TRUE SELF**

## Our inclusive culture

As part of our commitment to provide an inclusive culture, we have an Inclusion & Diversity lead. This role shares best practice across the group, works with third party organisations and ensures we progress against our commitments.

In January 2022, we launched our first annual inclusion pulse survey to understand the lived experiences of our workforce. This enables our board to be attuned to behaviours 'on the ground', enabling us to identify and work to remove any blockers and allow everyone to be their true selves at work.

## Reverse Mentoring Exchange

In January 2022 we piloted our Reverse Mentoring Exchange, providing leaders with opportunities to connect with diverse voices, helping underrepresented groups feel more included and helping senior leaders understand the lived experiences of others so they can empathise, adjust, champion and remove barriers. Partnership in the exchange were provided with conversation starters, reflective journals and mentor/mentee training.

## International Women's Day Networking Events

As part of our International Women's Day Celebration and Awareness campaign in March 2022 we ran networking events across our sites. This was an opportunity for female colleagues to hear the career stories of senior females in the business and to ask them questions. Each networking event facilitated table discussions to discuss blockers and support. This has led to ongoing events at some of our sites where different topics have been discussed such as Imposter syndrome, resilience methods and personal development planning.



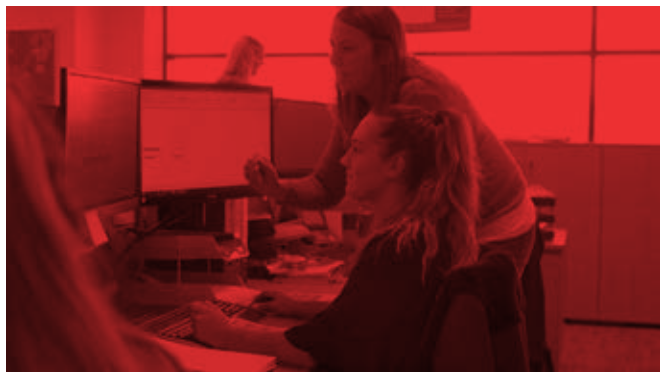


"I confirm the data and information represented in this report are accurate and meet the

requirements of the Equality Act 2010 (Gender Pay Gap Information) regulations 2017."

**Tim Griffin**

CEO, Exertis IT.



## Ongoing investment in apprenticeships

We continue to offer rich learning opportunities and professional qualifications for colleagues including the provision of inhouse and externally run apprenticeships. 47% of our 130 apprenticeship learners in April 2022 are female.

## Dignity and Respect team training

Following the pilot of our Dignity and Respect training we now offer in-tact team interventions where we explore the concepts of equality, equity and inclusion, how privilege in different forms changes the lived experience of colleagues and how unconscious bias can lead to discrimination, harassment and bullying.

## Our Future Plans

At Exertis we are committed to continually listening and to improving the experience and representation of all underrepresented groups, including females. We acknowledge the underrepresentation of females in senior roles but also our efforts in the last year has seen a further rise in the number of females in these senior roles to 32%. We believe the inclusive strategies we are putting in place and the continued focus on developing our female talent, will continue to reduce our gender pay gap in future years. .