



2023

Gender Pay Gap Report.

What is gender pay reporting?

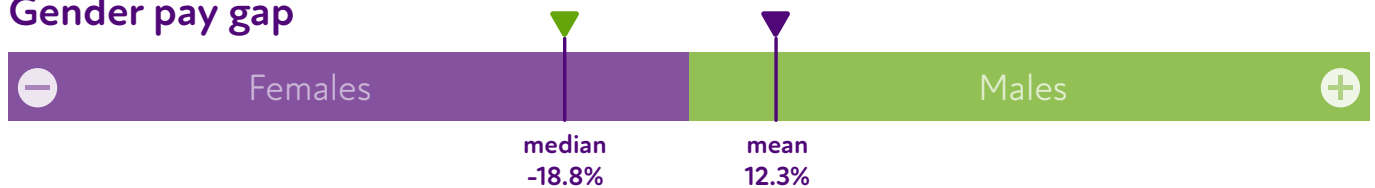
The gender pay gap measures the difference between the average pay of all men and women in a company. Any company with more than 250 employees is required to publish their gender pay information.

Often the gender pay gap is confused with unequal pay. Unequal pay is when one gender is paid less than the other for the same work, unlike the gender pay gap, which measures the difference in earnings at the company level, which is calculated by comparing the pay of employees on a case by case basis.

What is the gender pay gap at Sciensus?

Difference between males and females

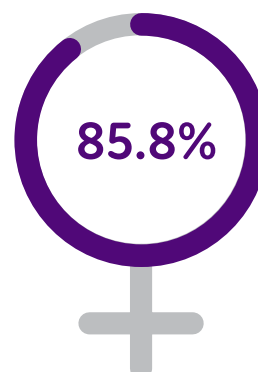
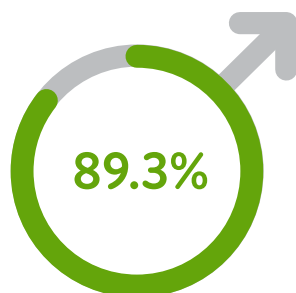
Gender pay gap



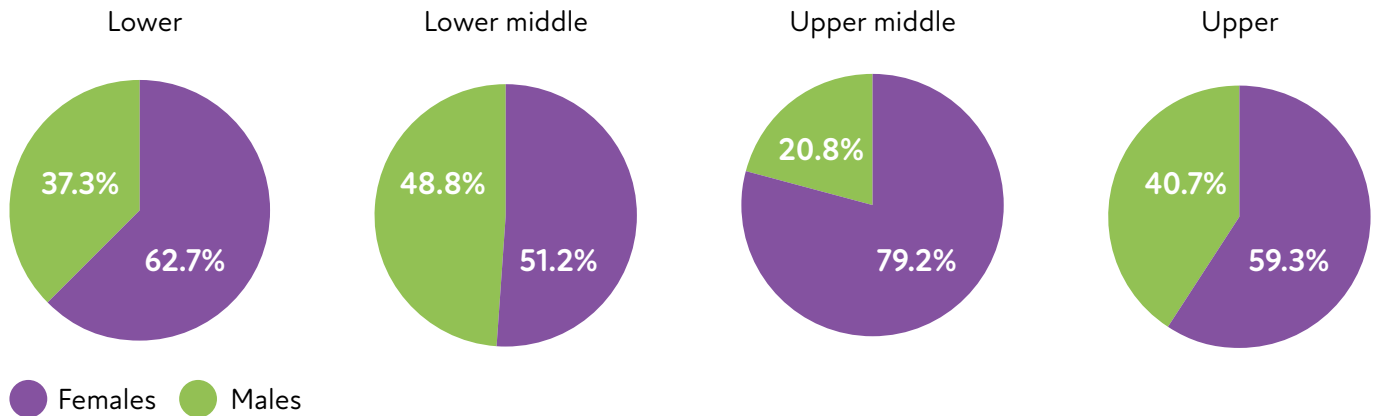
Gender bonus gap



The proportion of employees in Sciensus receiving a bonus is:



Proportion of males and females per earnings quartile:



Supporting Information

The great news is that our mean Gender Pay Gap has decreased by **2.1%** from 2022 Snapshot date. We have worked hard to ensure our salary offering is competitive and so we undertook a big project to review all roles, benchmarking and bring them in line with the market, which includes a high proportion of roles held mostly by females. The changes being implemented in April 2023 has supported the gap closing.

In addition, the top 25 hourly rates in the company remain constant at **21** male and **4** female, however in a change from last year, one of the top 10 hourly rates is now female.

We were fortunate enough that we were awarded a companywide additional payment in 2022/23. The majority of both males and females received a bonus payment, however there was a **59%** difference in the amounts paid. The reason for this is due to the high number of males at the top, which means a higher bonus percentage of a higher salary. Of the top 10, one was female, however of the top 25, the percentage of females increases to **36%**.

Our colleagues are still made up of **63%** females, and we have **55.6%** female leaders, which is fairly static from last year. However, the total number of females who are managers has increased by **2.4%** to **15.7%**. The total percentage of males who are managers has also increased by **3.1%** meaning there is an increase in the management population of both males and females.

The number of females eligible for a car or car allowance has declined from **41.4%** to **35.4%**, however the percentage of males eligible for car allowance has increased slightly from **19.2%** to **20%**. We can see from our data that out of the females who can choose a car allowance or company car, **60%** choose a company car, compared with **46%** of males which affects the calculation slightly as the car allowance value is taken into consideration, whereas the car value isn't used in the calculations.

More of our female colleagues work in part time roles (**25%** compared to **9%** of males). While this bears no impact on the hourly basic pay calculation, it may have an indirect impact on elements of the gender pay calculation and potentially progression opportunities or aspiration for progression.

What is Sciensus doing to address its gender pay gap?

Sciensus is committed to supporting all colleagues in their development and maintains a fair and equitable approach to pay and benefits, regardless of gender.

All leaders across the organisation are being taken through our bespoke leadership development programme, including equality, diversity, and inclusion, and to date, 80% of leaders have already attended. This aims to enhance our capability and further their own careers and those of their teams, regardless of gender. This will provide equal opportunity for all to progress their careers.

With the launch of our Job Families and careers platform, every colleague has equal opportunity to identify a career path and access relevant training to support their career aspirations. We are also working with EY to become National Equality Standards accredited and commit to:

1. We continue to offer internal applicants opportunities to progress their careers with internal recruitment campaigns
2. We are reviewing our recruitment channels and language used in more senior job roles to attract female applicants
3. We have introduced a 'Women in Leadership' programme to support women to become future leaders
4. We continually increase the capability of all employees, aligned to our Job Families framework, enabling opportunities for development
5. We are undertaking a review of flexible working opportunities to enable career development
6. We operate a hybrid working approach in eligible roles to support flexibility
7. We will be improving our Policies and Practices relating to equality
8. We have launched a campaign through which our EDI plans are being communicated, to encourage inclusion through education and awareness

Statement

I confirm that the information and data provided is accurate and in line with mandatory requirements:



Jackie Reeves

Human Resources Director

