

exertis

# GENDER PAY GAP REPORT 2023

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This report sets out detailed results for the year to April 2023, together with the initiatives we have implemented to close our gender pay gap



## Hourly Pay

**25.83%**

Mean Gender  
Pay Gap

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

Reduced by  
**1.9%**

**16.8%**

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  
**2.9%**

## Bonus Pay

**36.6%**

Mean Gender  
Pay Gap

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

Reduced by  
**13.3%**

**-1.04%**

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  
**31.1%**

## Ordinary pay calculations

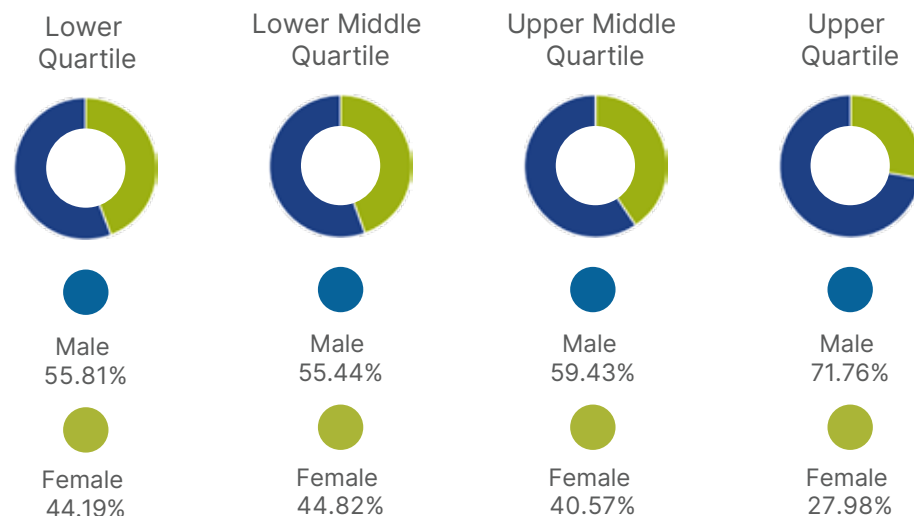
### Pay quartiles

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

Mean hourly gender pay gap		25.83%	
Median hourly gender pay gap		16.18%	
Pay quartiles (male % on the left)	Lower Quartile	55.81%	44.19%
	Lower Middle Quartile	55.44%	44.82%
	Upper Middle Quartile	59.43%	40.57%
	Upper Quartile	71.76%	27.98%

### Bonus pay calculations

Mean gender bonus gap	36.6%
Median gender bonus gap	-1.04%



### 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. We regularly review pay structures to ensure all colleagues are paid appropriately. 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.

The percentage of colleagues receiving a bonus



80.4%  
up from 74.6% in 2022

The proportion of male colleagues that received bonus pay in the twelve months prior to the 2023 snapshot date



84.9%  
up from 78.2% in 2022

The proportion of female colleagues that received bonus pay in the twelve months prior to the 2023 snapshot date

**OUR GENDER RATIO**  
**THIS REPORT USES A POPULATION OF**  
**1,752 COLLEAGUES**  
**OF WHICH THERE IS A**  
**59.7%:40.3% SPLIT**



## Bonus pay

Our bonus pay gap will fluctuate year on year depending on our level of bonus pay out. We have an overall mean bonus pay gap in favour of our male colleagues but this year the median is in favour of female 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.

Our median bonus gender pay gap of -1.04% has been influenced by a cost-of-living award we granted colleagues in November 2022. The cost of living award saw almost 800 Exertis colleagues, who had earned less than £30k in the prior 12 months, receive a one-off payment of c£300 to help ease some financial concerns. As we paid a greater number of lower value bonuses this year, and the gender split of those colleagues receiving the additional bonus was broadly even, our median bonus gender pay gap is in favour of women this year.

## 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 all hiring managers undergoing our Unconscious Bias training which has resulted in a positive impact on the diversity of our organisation.



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 further 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 2022, we held our first D&I pulse survey and took three core actions on the back of the results:

- Introduction of Employee Resource Groups.
- Piloting a Reverse Mentoring scheme.
- Collating demographic data.

## Introduction of Employee Resource Groups (ERGs)

Employee Resource Groups at Exertis are a significant step on our D&I journey. While we have had a grass roots team (Equality Diversity Inclusion Team) for a number of years championing inclusion, our new ERGs are networks providing a safe space for those who identify as part of that community, as well as carers and allies to seek support, help educate the business, bring in new talent from within their community, and help everyone thrive and progress.

We launched our first three ERGs in June 2022 for Women, Ethnicity and LGBTQIA+. This is just the start with many more ERGs to come.

The current focus of our ERGs is to:

- Attract and progress talent from the community they represent.
- Provide a safe space and network.
- Drive allyship across Exertis.

## Reverse Mentoring Scheme

In 2022, we piloted a reverse mentoring scheme providing senior leaders with opportunities to connect with diverse voices and to understand the lived experiences of others so they can empathise, adjust, champion and remove barriers. Colleagues and leaders volunteered to be mentors (members of underrepresented groups) or mentees (leaders) and committed to a 3–6-month period engagement where partnerships were encouraged to be curious, share knowledge and experiences and challenge each other.

## D&I data collation

As a business, we're committed to building an inclusive culture. In order to move forward faster we are increasing our understanding of the makeup of our workforce by encouraging every colleague at Exertis to voluntarily share their diversity information (gender, ethnicity, sexual orientation, disability). This will enable us to identify under-representation within our business, and we can use the information to help inform priorities, target interventions, and measure our progress.



## Other activities include:

### Celebration and Awareness activity

Our Celebration and Awareness calendar has activity throughout the year including International Women's Day networking events and development.

We have been really encouraged by the interest and interaction from colleagues during National Inclusion Week where the focus was 'Time to Act: The Power of Now'. We shared lots of information with colleagues, including the importance of allyship and the need for long term commitment and action.

### Launch of Aspire

In 2022 we launched and delivered a new management programme; Aspire, with strong female representation. The course is designed to elevate and deepen self-awareness alongside masterclass sessions tailored to augment strategic acumen and gain insight into potential career paths.

### Inclusive Leadership Training

During 2022 we delivered an Inclusive Leadership training course for 120 managers. Designed to empower managers to develop an inclusive culture where everyone feels valued and respected. The training provided an opportunity to learn from leaders around the world how to use processes of social influence to interact effectively with individuals from a wide variety of backgrounds. Managers came away with a deeper understanding of the benefits of diversity, how to cultivate an inclusive culture, and how to identify and eliminate bias and microaggression.

"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.

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. Our continued progress gives us confidence that 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."



**Tim Griffin**

CEO, Exertis IT.