



# WORKPLACE

## Gender Pay Gap Report 2024

People. Partnership. Principles.



Friday, 12 April 2024

# ABOUT US.

At Workplace, our people are the heart of our business, driving our mission to create sustainable, safe, and thriving work environments. We take pride in the diversity of our workforce, recognising that our varied skills, insights, and experiences make us stronger.

As part of our commitment to transparency and fostering an inclusive culture, we present our Gender Pay Gap Report for the snapshot date of 5th April 2024.



# MEAN & MEDIAN GENDER PAY GAP.

Year	Median pay gap	Mean pay gap
2024	0.0%	0.0%
2023	0.0%	0.0%

The median gender pay gap is the difference in the midpoints of the ranges of hourly rates of pay for men and women. Our median calculation shows that for every £1 a man earns, a woman earns £1, indicating no pay gap.

The mean gender pay gap is the difference in average hourly rates of pay that male and female colleagues receive. At Workplace, the mean pay gap is also 0%, demonstrating our commitment to equal pay.



# MEAN & MEDIAN GENDER BONUS GAP.

Year	Mean bonus gap
2024	-36.4%
2023	342.1%

Year	Male	Female
2024	3.9%	5.3%
2023	6.8%	3.2%

The mean bonus gap at our organisation shifted dramatically from 342.1% in 2023, favouring men, to -36.4% in 2024, favouring women. This change reflects our strong commitment to addressing gender disparities in compensation over the past year.

We have implemented policies and practices to ensure fairness in bonus structures, including:

- Reviewing bonus criteria and decision-making processes for bias
- Training managers on equitable compensation practices
- Increasing transparency around bonus eligibility and amounts
- Monitoring bonus data to identify and correct disparities

While encouraged by this progress, we recognise the need for sustained effort. We remain committed to fostering a workplace where all employees are valued and rewarded fairly, regardless of gender. Moving forward, we will continue to assess our practices, engage with employees, and stay accountable to our goals of gender equity and inclusion.

The second table shows the percentage of men and women who received bonus pay in the 12 months up to 5th April 2024.





# PROPORTION OF MALES & FEMALES BY PAY QUARTILE.

Pay Quartile	Male	Female
Upper	31.1%	68.9%
Upper Middle	27.1%	72.9%
Lower Middle	31.8%	68.2%
Lower	28.3%	71.7%

This table displays the percentage of male and female colleagues in four quartile pay bands, dividing our workforce into four equal parts. We are proud to see a higher representation of women across all pay quartiles.

The overall proportion of males and females within Workplace is 70% female and 30% male.





# CLOSING REMARKS.

At Workplace, we are committed to maintaining a diverse, equitable, and inclusive work environment. Our 2024 Gender Pay Gap Report demonstrates our progress in closing the gender pay gap, with no gap in median and mean hourly pay and a favourable bonus gap for women.

We will continue to prioritise initiatives that support gender equality, including regular pay audits, inclusive hiring practices, and development programs for underrepresented groups. By fostering a culture where everyone can thrive, we not only create a better workplace for our employees but also deliver exceptional service to our clients.

I confirm that the data reported is accurate.

Amber Jones, **HR Administrator**

Friday, 12 April 2024

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**WORKPLACE** | Snapshot 05/04/2024

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