



WORKPLACE

GENDER PAY GAP REPORT 2021/22

Our gender pay gap data shows an overall snapshot taken on 5 April 2021 and includes all WORKPLACE employees.

Our median gender pay gap is currently showing an hourly pay gap of 0.0%. However, the UK average of all the companies that reported their gap was 15.5% in 2020, so we are currently sitting well below the UK average.

Our female employees receive 10.7% less than their male counterparts. The mean gender pay gap, which is the difference between the average hourly rate of pay for male employees – adding up all their salaries and dividing by the number of men – and that for our female employees, is higher at WORKPLACE than the median. This is mainly because our highest earners, the board of directors, are all male.



70% the percentage of females employed

Our Gender Bonus Gap

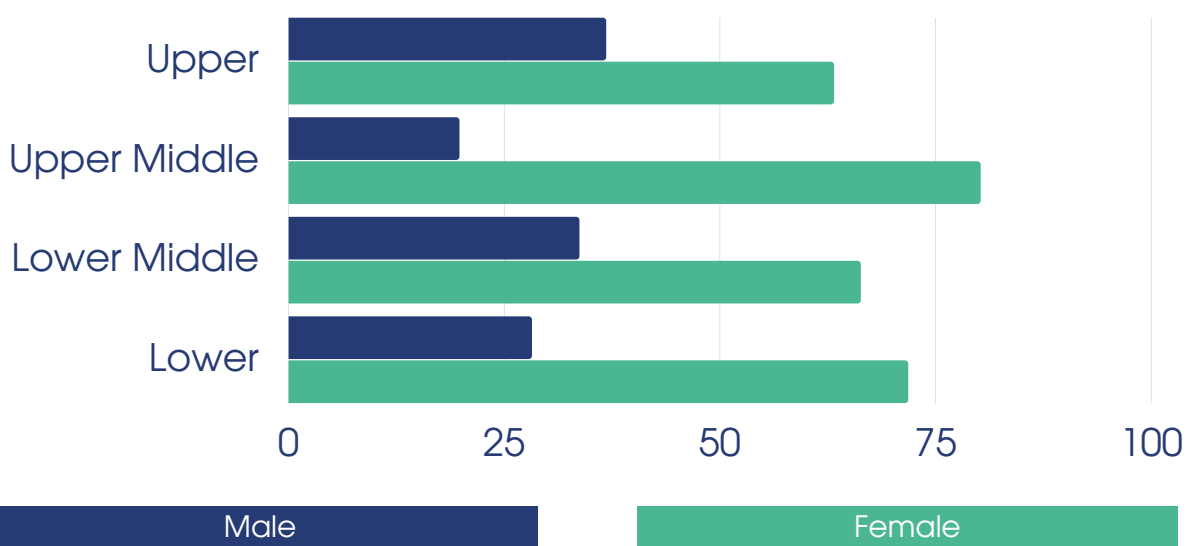
The bonus gap is the difference between the bonus and commission or one-off lump sum payments paid to male employees and those paid to female employees, during the year ending 4 April 2021. Only employees who actually received a payment are included in the calculation.

The median and mean payments are 0.6% (median) and 5.5% (mean) lower for women.

Who is paid a Bonus?



Our Gender Ratio by Quartile



A pay quartile represents a quarter of our UK employees ranked by pay. The pay quartiles are then broken down by gender.

On our snapshot date, there were 242 women and 102 men in our workforce. The proportion of men and women in each of the pay quartiles has remained relatively stable over recent years.

Salary ranges in the lower middle quartile are much wider than in other quartiles and this contributes significantly to our mean and median pay gaps.

We continue to focus on developing the pipeline of female talent in the business. We have a strong population of women in the upper – 63.2% – and upper-middle – 80.2% – pay quartiles.