

Gender Pay Gap Report 2024

Relevant Pay Period

April 2024

Snapshot Date

5th April 2024

UK Headcount

387 employees



FOREWORD

Creating a fantastic culture and inclusive, high-performing environments continues to be a key strategic priority for myself, and the leadership team and we've really pushed to be a step ahead of the market, both in terms actions we've taken and how we've supported our customers.

Our ED&I efforts, led by Annabel Honour, have created tangible impact and have served to ensure our internal & external stakeholders and board members are aligned behind our strategic ED&I goals:

- Our Limitless programme continues to flourish - aimed at tackling the gender imbalance across our business - continues to challenge barriers for those identifying as female and is proudly our most established and largest employee resource group.
- Our equal opportunities for progression across Sales and Support functions, with clear, objective promotion criteria, has recently resulted in 72% of promotions being female.
- We have delivered Inclusive Cultures training across our Sales teams, to educate, on consent, use of "banter", and how to create inclusivity at the core of 'teamship' rules, underpinned by our values, principles and behaviours.
- We have created the opportunity for maternity returners to have better fiscal opportunity and access to support as they return via our 'Returnity' project, ensuring our female colleagues, feel able to take that valued family time, with their return in safe hands.
- We have incentivised our leadership community with our EDI targets, to make sure it's front and centre of their strategy business plans.
- We have signed up with the [Consent Collective](#), to continually promote awareness on what it means to have a 'safe workplace culture.', and we continue to support our customers with this on their respective journey's.

Whilst we're pleased with this progress, we recognise that there is always more to be done, at a faster pace, to address gender pay disparity in our workforce. So far, we've seen 36% more females in our higher salary bands, showing the opportunity for progression visually coming through. Additionally, our Senior Leadership Team, now our Operations Committee, has seen a large demographic shift, with a move from 1:6 to 4:6 female to male ratio.

Our gender equity plan, is still moving at pace. Our GPG Action Plan, summarised on page 7, will help us continue to take the long-term, sustainable steps required to create gender equity at Gattaca, in the UK and across our global geographies.

Myself, our leadership team and the board are all passionate about escalating our efforts on reducing the GPG in Gattaca. On behalf of Gattaca PLC, I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

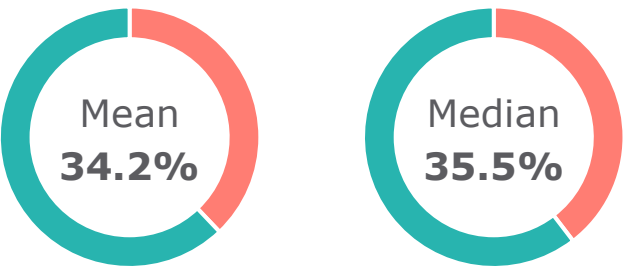


2 Matthew Wragg
Chief Executive Officer
Gattaca PLC

Myself, our leadership team and the board are all passionate about escalating our efforts on tackling the GPG and are looking forward to a more diverse and inclusive Gattaca in the near future



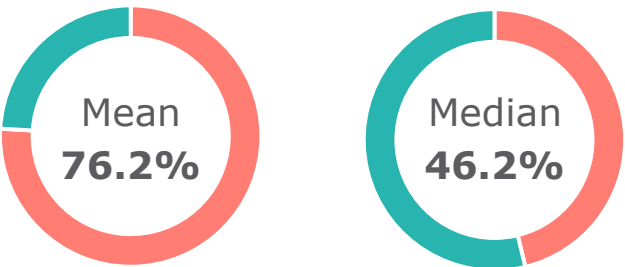
OVERALL GENDER PAY GAP – BASED ON HOURLY RATE



The mean Gender Pay Gap has **reduced by 3.6% on PY**. *For every £1 a male earns, a female earns 66p.*

The median Gender Pay Gap has **reduced by 4.1% on PY**. *For every £1 a male earns, a female earns 65p.*

BONUS GENDER PAY GAP – BASED ON HOURLY RATE



The mean bonus Gender Pay Gap has **increased by 0.3% on PY**. *For every £1 bonus a male earns, a female earns 24p.*

The median bonus Gender Pay Gap has **reduced by 15% on PY**. *For every £1 bonus a male earns, a female earns 54p.*

A NOTE ON GENDER PAY GAP

A gender pay gap is a measure of the difference in the average pay of men and women - regardless of the nature of their work - across an organisation.

It is different from an equal pay comparison, which would involve comparing two or more people carrying out the same, similar or equivalent work.

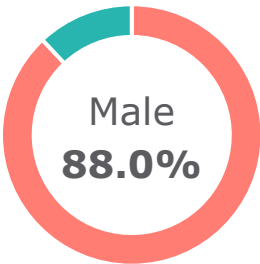
Since 1970 it has been illegal to pay men and women differently for 'like' work. Gattaca's structured salary bands along with performance related payraises ensure we comply with the relevant laws on equal pay and equality.

TERMINOLOGY

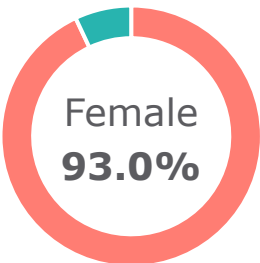
MEAN – this is the value you get from dividing the sum of several quantities by their number.

MEDIAN – this is the middle value within a range of values from lowest to highest.

PROPORTION OF MALE & FEMALE EMPLOYEES WHO RECEIVED A BONUS

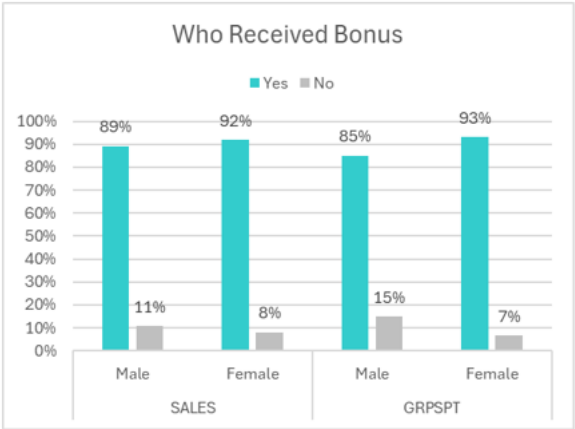


The % of males receiving bonus has **increased by 12%** on PY



The % of females receiving bonus pay has **increased by 16%** based on PY

- This year, 90% of relevant employees (+14% on PY) received bonus and overall, more females received a bonus this year than males.
- Looking at who received bonus within each Function area:
 - Group Support saw the largest increase, with 32% more females and 69% more males receiving a bonus.
 - 3% more females received a bonus in sales compared to males.

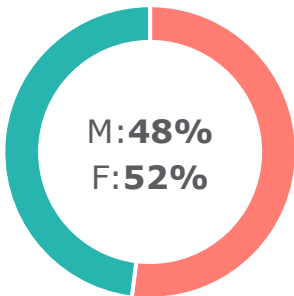


“ We believe in operating with complete transparency with our colleagues, treating them with dignity and respect, which is underpinned by our values. ”

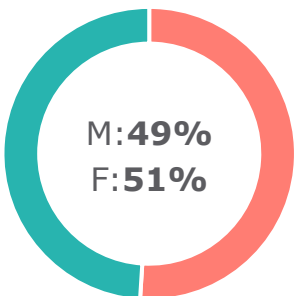
Claire Cross
Chief People Officer



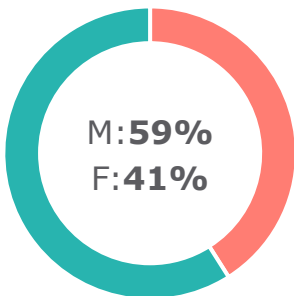
THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND



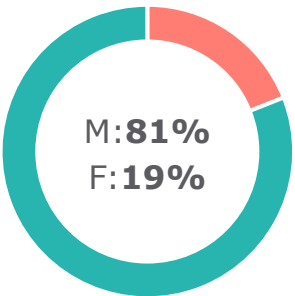
LOWER QUARTILE



LOWER MIDDLE QUARTILE



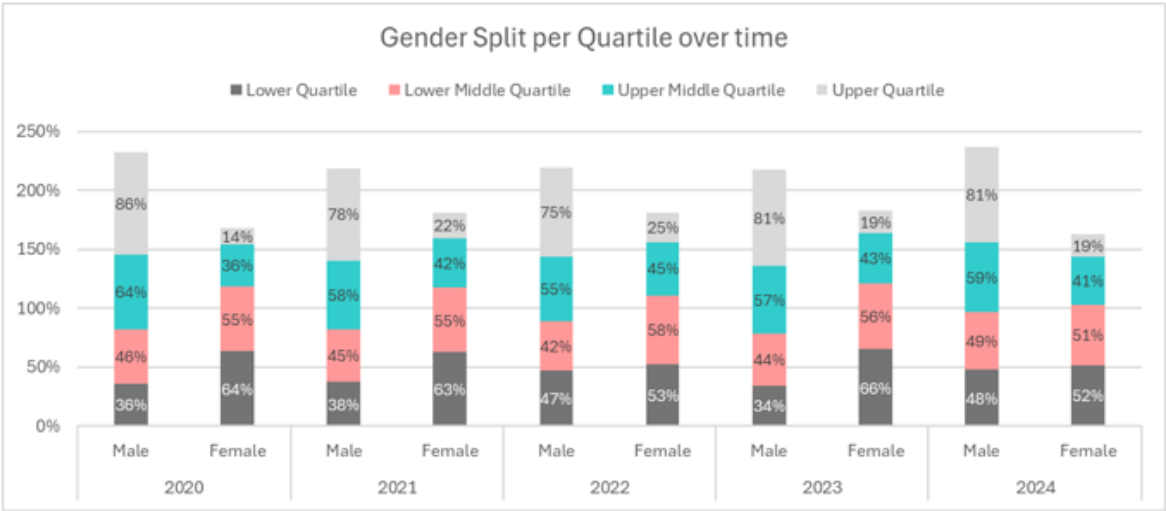
UPPER MIDDLE QUARTILE



UPPER QUARTILE

The percentage of females has decreased in the lower middle, upper middle and upper quartiles compared to previous year.

- LOWER QUARTILE: **-14% less females**
- LOWER MIDDLE QUARTILE: **-5% females**
- UPPER MIDDLE QUARTILE: **-2% females**
- UPPER QUARTILE: **no change**



OBSERVATIONS

- Relevant and full pay relevant employees in the April 24 snapshot decreased by 11 heads compared with previous year.
- The gender split has increased slightly by 5% due to the consolidation of employees under one entity.

The mean & median GPG have improved compared with PY. This is because:

- There is a **higher % of females in the higher salary bands**
- The base hourly rate has increased more for females than for males:
 - The **mean hourly rate increased by £2.49 (13%) for females** vs +7% for males
 - The **median hourly rate increased by £1.84 (12%) for females** vs +5% for males
- The mean bonus amount has decreased for both males and females:
 - **For males it decreased by 10% whilst for females it reduced by 11%**

The mean bonus GPG has increased compared with PY. This is because:

- The % of employees getting bonus increased mostly in group support, but the average bonus payment for both males and females was less than PY. The **mean bonus amount reduced slightly more for females than males** which has increased the mean bonus gender pay gap (males - 10%, females -11%).

The median bonus GPG has decreased compared with PY. This is because:

- A bigger % of group support employees received bonus this year, and their average bonus was more.
- A bigger % of males in sales received bonus this year and the average payment was the less.

“

Creating environments where everyone can be themselves is one of our principles. This practice enables everyone the opportunity to build their careers with us no matter what gender they identify as.

”

Elliott Bryant-Jeffries
Head of People



OUR GPG ACTION PLAN

Our gender equity project remains a top priority, along with our external target of increasing the representation of women in senior leadership roles to 35% by 2027.

It's worth mentioning that this is a revised target from the previous 40% by 2024. As we began implementing our plans, it became evident that achieving lasting and significant change requires time. We value authenticity and aim for our work to have the desired impact, so our goals must be realistic. Nonetheless, we have observed an increase of women in leadership positions from 28% to 31% since we started monitoring this metric in 2022, indicating we are on track for our 2027 goal.

Here are some of the highlights of our action plan from the last year;

- Limitless, our women in careers network, has grown by 10%, and we conducted 5 sessions aimed at promoting the careers of our female employees, as well as establishing this within our EVP.
- We have completed an audit on equal pay and equal bonuses, resulting in a small number of changes, across the group, which is evident of the success of our salary banding, and fair pay.
- We have developed and delivered bespoke inclusivity training, along with mandatory training on sexual harassment and a formal partnership with a specialist consultancy, The Consent Collective, to enhance our safe working practices.
- We continually work to enhance our inclusive recruitment and hiring practices through a gender-focused lens, to promote female role models for external talent attraction and retention.
- A new menopause support guide has been introduced to provide support and guidance for our employees, along with an informal chat group ERG and investments in menopause champion training.
- Redefined our family-friendly policies to support women throughout their entire employee life cycle, including improvements to return-to-work programs, fertility assistance, support for domestic abuse, and enhanced paternity leave to promote greater parity.

In the past year, our strategies and plans have translated into concrete actions. It is encouraging to see that our Gender Pay Gap (GPG) has decreased over the last year, affirming the efforts and dedication we have invested in driving gender equity and meaningful change.

Annabel Honour

Head of ED&I
Gattaca PLC

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In the last year, our strategy and plans have become tangible action. It's great to see our that GPG has reduced over the last year as this ratifies the energies and efforts, we have put into driving gender equity and meaningful change .

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Annabel Honour
Head of ED&I





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