

Historic Gender Pay Gap Reports

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Gender Pay Gap Report 2022

| | |
|----------------------------|----------------------------|
| Relevant Pay Period | April 2022 |
| Snapshot Date | 5 th April 2022 |
| UK Headcount | 466 employees |



FOREWORD

In the past year, Gattaca has taken vital steps towards becoming a more inclusive, high-performing workplace. We recognise the need to address the gender pay disparity and imbalance in the global workforce and have begun to set out strategic pathways to improve gender equity at Gattaca, in the UK and across our global geographies.

As a Group, we remain committed to becoming a more diverse, fair, equitable and inclusive organisation; as such, we continue to work towards our previously set targets of a 40% management gender balance by 2024 and 50% by 2026.

The appointment of Sally Spicer into the role of Head of ED&I has served to ensure our internal stakeholders, board members and investors are aligned behind our strategic ED&I goals, recognising the importance of taking impactful actions.

We have promoted diversity training throughout the year, engaging several external partners to help with fostering a wider understanding throughout the organisation. Our Limitless programme - aimed at tackling the gender imbalance across our business - grew to 90 members and counting. Limitless aims to empower and support our female and gender non-conforming workforce to break down barriers to achieving their full potential. In the first 12 months we have covered overcoming limiting beliefs, closing the wealth gap, communicating with impact and future career planning.

Our Learning & Development team launched an internal mentoring scheme, connecting our workforce to high performers across the business with a view to developing our future leaders. To further enable us to identify and promote the incredible female talent already within Gattaca, many have had the opportunity to be mentored by senior members of staff including myself. In turn, we have had the opportunity to be reverse mentored by junior team members who are supporting us to achieve our mission to build a better future.

To ensure our workforce has clarity around their pathways for progression, we introduced salary bands to ensure all our people are paid fairly. We believe in operating with complete respect and transparency with our colleagues, which is underpinned by our values.

This is the early stages of an important journey for Gattaca, that the board and leadership are passionate to escalate. On behalf of the 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. I'm looking forward to a more diverse and inclusive Gattaca in the near future.



Matthew Wragg

Chief Executive Officer
Gattaca PLC

“

As a Group,
we remain
committed to
becoming a
more diverse,
fair equitable
and inclusive
organisation

”



OVERALL GENDER PAY GAP – BASED ON HOURLY RATE



The mean Gender Pay Gap has **reduced by 1.6% on PY**. *For every £1 a male earns, a female earns 70.3p (+1.6p on PY)*

The median Gender Pay Gap has **increased by 7.7% on PY**. *For every £1 a male earns, a female earns 67.6p (-7.7p on PY)*

BONUS GENDER PAY GAP – BASED ON HOURLY RATE



The mean bonus Gender Pay Gap has **reduced by 8.8% on PY**. *For every £1 bonus a male earns, a female earns 35.6p (+8.8p on PY)*

The median bonus Gender Pay Gap has **increased by 8.6% on PY**. *For every £1 bonus a male earns, a female earns 35.8p (-8.6p on PY)*

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.

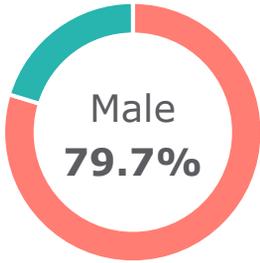
Since 1970 it has been illegal to pay men and women differently for 'like' work. Gattaca's structured salary bands along with performance related payraises ensure we comply with the relevant laws on equal pay and equality.

TERMINOLOGY

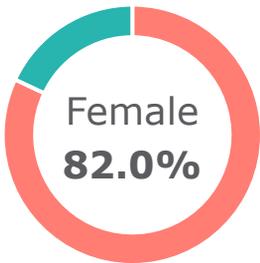
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PROPORTION OF MALE & FEMALE EMPLOYEES WHO RECEIVED A BONUS

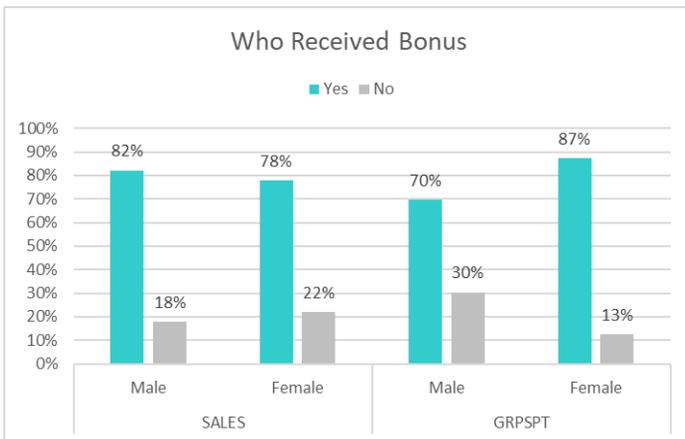


The % of males receiving bonus has **reduced by 3.5%** on PY



The % of females receiving bonus pay has **increased by 8.5%** based on PY

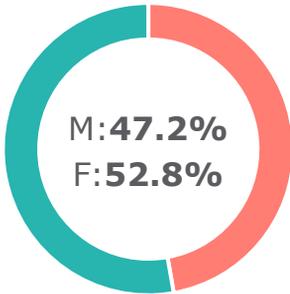
- The gender split of relevant employees has not changed and remains at 53% Male, 47% Female
- Looking at who received bonus within each Function area:
 - 17% more females received bonus in Group Support compared with males
 - 4% more males receive bonus in sales compared to females



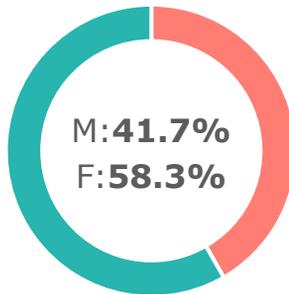
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 We believe in operating with complete transparency with our colleagues, treating them with dignity and respect, which is underpinned by our values.
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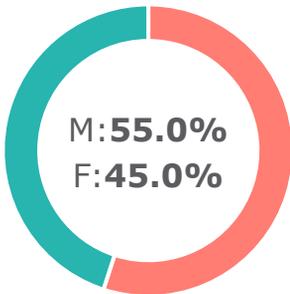
THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND



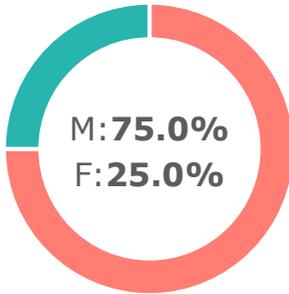
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

- The most notable changes in the latest snapshot is in the proportion of male and female employees in the mid, upper middle and lower quartiles.
- In the **upper quartile there is a decrease of 3.1% females** compared to PY.
- In the **upper middle quartile there has been an increase of 3.3% females** compared with PY.
- In the **lower middle quartile there is an increase of 3.1% females** compared to PY.
- In the **lower quartile there has been an increase of 9.7% more males** compared with PY.



OBSERVATIONS

HEADCOUNT

- Relevant employees in the April 22 snapshot increased by 47 heads compared with previous year.
- Full Pay Relevant Employees in the April 22 snapshot increased by 49 heads compared with previous year.

MEAN & MEDIAN GPG – BASED ON HOURLY RATE

- The mean GPG has reduced compared with PY. There have been increases in the % of females sitting within higher salary bands, particularly **+19% females in the >75k to 100k salary band** compared to PY which may have contributed.
- The median GPG has increased compared with PY. This is likely due to there still being a **higher % of males in higher salary bands** and losing a female L1 grade since the last snapshot.

BONUS

- **38% (+18% on PY) of staff are currently in the onboarding phase** which typically attracts less bonus / commission however there has still been **an increase in both males and females receiving bonus** compared to PY.
- An **additional 50% of males in Group Support received bonus** compared with PY, and there is currently a much more balanced distribution of those receiving bonus within both sales and group support.
- The **Median Bonus Pay GPG has increased by 8.6%**. This is likely due to the **higher proportion of males in the upper quartiles** and the **increase of males in Group Support receiving bonus**.



OUR GPG ACTION PLAN

In the nine months since I stepped into the role of Head of ED&I, Engagement and Talent we have made great strides in engaging our colleagues around our ambitions to become a more inclusive and equitable business. As we look to the future, it is crucial that we continue to turn that ambition into strategic action.

We will work in collaboration with the board and senior leadership team to ensure that our ED&I strategy, including a timeline for improving our gender pay gap are embedded into the business at all levels. The following initiatives will be employed to achieve this:

- Continue to engage and support colleagues directly through internal networks, like our Limitless programme and mentoring initiative which focus on individual progression and performance.
- Embed a talent mapping programme with a strategic view on addressing the underrepresentation of women and gender non-conforming individuals in managerial and leadership roles.
- Carry out an equal pay audit to reflect that Gattaca's structured salary bands along with performance related pay rises comply with the relevant laws on equal pay and equality.
- Carry out an Equal Bonus Review. Given the current gender imbalance within our leadership community, we recognise that our bonus structure has an impact on our gender pay gap reporting, to address this we will review our bonus structure to ensure it is fair and equal.
- Reviewing our family focused policies, with a particular focus on our large community of working mothers, to ensure working parents and part time workers are treated equitably across the business.

Late last year, we began collecting the data of our people to better understand how we could impact change amongst our community. We will continue to collect this data regularly with a view to authentically reporting on the makeup of our business. The initial data showed us we have a long way to go to achieve our ED&I aspirations, however, taking the first step by collecting the data allows us to use it to frame our future initiatives that will positively impact our current workforce. I look forward to where we can go with the backing of our board and senior leadership team.

Sally Spicer

Head of ED&I, Engagement and Talent
Gattaca PLC

“
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board and senior
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”



Gender Pay Gap Report 2021

| | |
|----------------------------|----------------------------|
| Relevant Pay Period | April 2021 |
| Snapshot Date | 5 th April 2021 |
| UK Headcount | 419 employees |



FOREWORD

Gattaca remains passionate about delivering a inclusive and collaborative, high performing culture that treats its people with a level of dignity and respect, which is underpinned by our values. We promote fairness, equality, diversity and inclusion across our workplace, within the UK and across our global geographies.

We reward our people based on their skills and its our aim to ensure we have a stronger gender balance across our team.

We are investing in diversity, and ensuring we have a strong stance on ensuring an equal gender balance in our management positions by August 2026.

We are passionate about creating an inclusive culture, valuing difference and supporting all employees to participate fully, unleashing their full potential.

This report sets out our figures for the past four years. On behalf of the 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. I'm looking forward to a more diverse and inclusive Gattaca in the near future.



Matthew Wragg

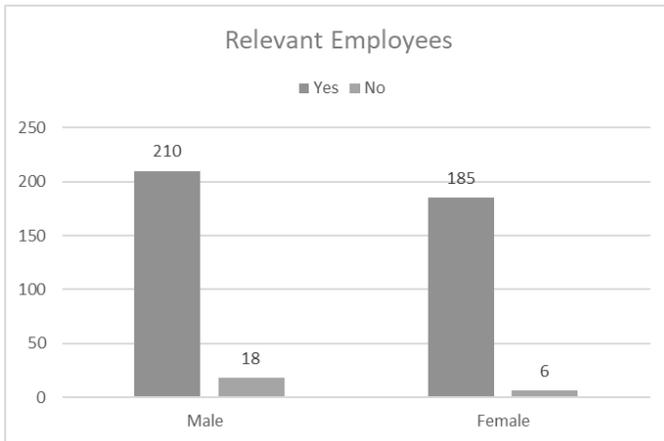
Chief Executive Officer
Gattaca PLC

“
We are investing in diversity, and ensuring we have a strong stance on ensuring an equal gender balance in our management positions by August 2026.
”



WHO IS INCLUDED IN THE CALCULATIONS?

- 395 employees have been included as relevant employees
- 24 employees (18 male, 6 female) have been excluded who are NEDs or are on grade L2 or above



- Of the 395 relevant employees, 384 have been included as full pay relevant employees
- 11 female employees have been excluded due to being on maternity leave as at the snapshot date
- There were no employees on furlough, long term sick or sabbatical as at the snapshot date



WHAT PAYROLL DATA HAS BEEN INCLUDED?

Ordinary Pay

Pro rata pay before deductions (i.e. pension / salary sacrifice is n/a)

Included: Basic Pay, Car / Travel Allowance

Excluded: Overtime pay, allowances earned during paid overtime, redundancy pay, pay related to termination of employment, pay in lieu of annual leave, any repayments of authorised expenses, benefits in kind, interest-free loans

Bonus Pay

Included: Bonus + LTIP payments

For hourly rate calculations (full pay relevant employees only), annual bonus & LTIPs for 12 months up to the snapshot date have been pro rated to get an average bonus amount for April 21

OVERALL GENDER PAY GAP – BASED ON HOURLY RATE



The mean Gender Pay Gap has **reduced by 8.8%** on PY. *For every £1 a male earns, a female earns 68p (+8p on PY)*

The median Gender Pay Gap has **reduced by 18.1%** on PY. *For every £1 a male earns, a female earns 74.3p (+11p on PY)*

BONUS GENDER PAY GAP – BASED ON HOURLY RATE



The mean bonus Gender Pay Gap has **increased by 8.6%** on PY. *For every £1 bonus a male earns, a female earns 26p (-9p on PY)*

The median bonus Gender Pay Gap has **reduced by 5.6%** on PY. *For every £1 bonus a male earns, a female earns 44p (+5p on PY)*

A NOTE ON GENDER PAY GAP

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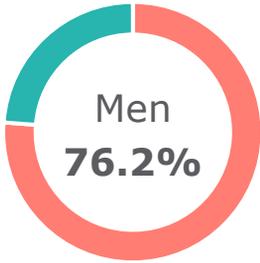
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TERMINOLOGY

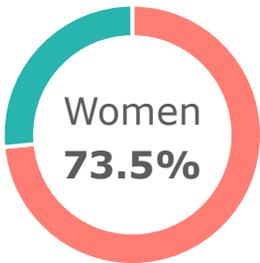
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PROPORTION OF MALE & FEMALE EMPLOYEES WHO RECEIVED A BONUS

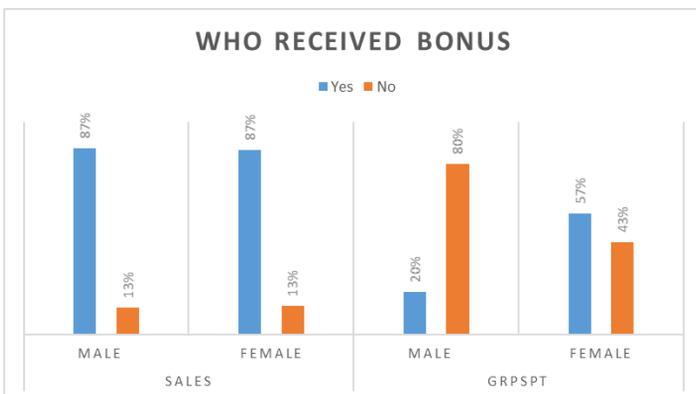


The % of males receiving bonus has **reduced by 18.5%** on PY



The % of females receiving bonus pay has **reduced by 16.2%** based on PY

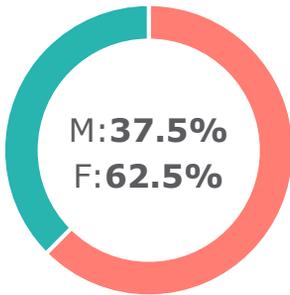
- The gender split of relevant employees has not changed and remains at 53% Male, 47% Female
- Looking at who received bonus within each Function area:
 - Almost 3 times more females received bonus in Group Support compared with males
 - The % of Male & Females with bonus in Sales is even



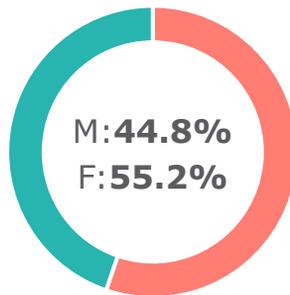
“
Increasing gender diversity across management positions is a priority for us. This is part of our ESG ambitions and we’re excited by the future opportunity.
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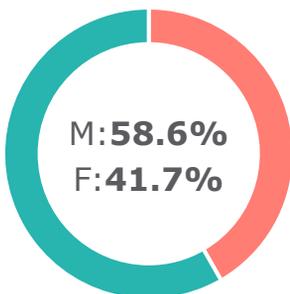
THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND



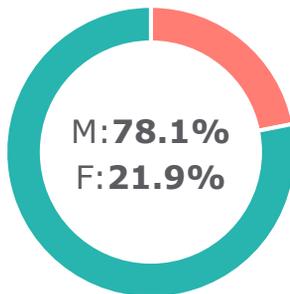
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

- The most notable changes in the latest snapshot is in the proportion of males and female’s employees in the upper middle and upper quartiles.
- In the **upper quartile there is an increase of 8.3% more females** compared to PY.
- In the **upper middle quartile there has been an increase of 5.3% females** compared with PY.



OBSERVATIONS

HEADCOUNT

- Relevant employees in the April 21 snapshot reduced by 102 heads compared with previous year, largely due to the mass redundancies in October 2020 due to Covid.
- Full Pay Relevant Employees in the April 21 snapshot increased by 120 heads compared with previous year, largely due to there being no furloughed employees. In the 2020 snapshot, 223 were excluded due to being on furlough.

MEAN & MEDIAN GPG – BASED ON HOURLY RATE

- Both the mean and median results have reduced based on the previous year. This is likely due to the changes in headcount of full pay relevant employees. In the previous year, a large % of employees were excluded from calculations due to being furloughed and the majority of this group fell within the lower quartile pay band.

BONUS

- Overall there has been a reduction in both males and females receiving bonus (which also includes commission payments). This could be due to the impact of covid on commission payments as well as 20% of staff being in the onboarding phase which typically attracts less bonus / commission.
- It is interesting that of those that did receive bonus, there is an equal distribution of bonus within Sales, and a higher % of females receiving bonus in Group Support, yet the mean Bonus Pay Gender Pay Gap has still increased by 8.6%. This is likely due to the higher proportion of males in the upper quartiles. It is also likely that bonus payments in Group Support would be less as they would not include commission.



Gender Pay Gap Reports

2020

2019

2018

2017



FOREWORD

Gattaca remains passionate that all staff are treated with dignity and respect. We promote fairness, equality, diversity and inclusion in the workplace.

Despite the extension placed on reporting due to COVID-19, we have chosen to publish our results voluntarily. We are committed to continuing to monitor and report our gender pay gap at regular intervals so there are no gaps in our longer term narrative.

Our employees are rewarded on the skills that they bring to the business and the value that they deliver.

We are passionate about creating an inclusive culture, valuing difference and supporting all employees to participate fully, unleashing their full potential.

This report sets out our figures for the past three years. On behalf of the Management Board, I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Kevin Freeguard

Chief Executive Officer
Gattaca PLC

“

Gattaca remains passionate that all staff are treated with dignity and respect. We promote fairness, equality, diversity and inclusion in the workplace.

”



Our Goals

This year we have launched two goals to specifically increase the number of females in management and leadership positions.

To increase the number of women in management positions to a minimum of 40% in Gattaca by August 2024

We have also set an interim goal to ensure we are on target:

To recruit or promote 5 females to Management roles over the next 15 months by August 2022

Our recently formed D&I working party will be driving forward actions to ensure we are successful in achieving these goals.

A NOTE ON 2020 GENDER PAY GAP ANALYSIS

45% of relevant employees were excluded from hourly rate calculations due to being furloughed in April 2020.

The gender split of those furloughed was 23% F, 22% M.

TERMINOLOGY

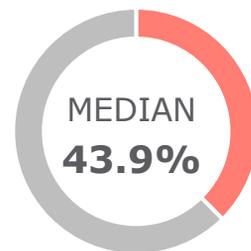
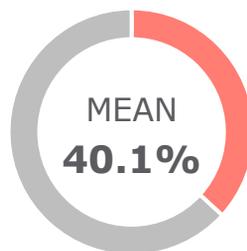
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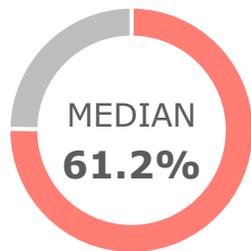
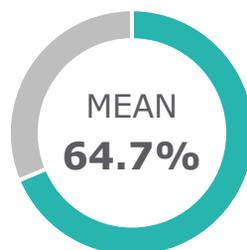
2020 RESULTS

THE DATA IN THIS REPORT IS BASED ON OUR APRIL 2020 PAYROLL FOR UK STAFF.*

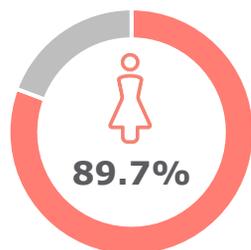
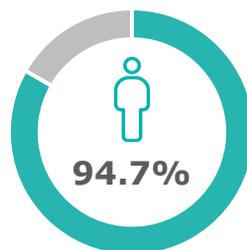
OVERALL GENDER PAY GAP – BASED ON HOURLY RATE



BONUS GENDER PAY GAP

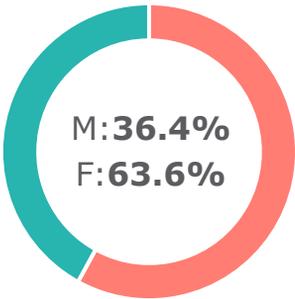


PROPORTION OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS

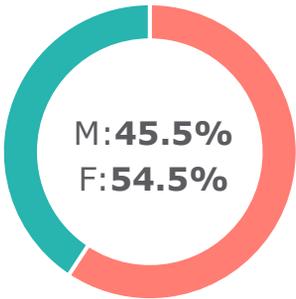


**These results are based on people employed by Gattaca Plc. The contractors we recruit on behalf of our clients are employed by a different legal entity; Matchtech Group (UK) Limited. The pay gap of our contractor workforce is therefore reported under that company name.*

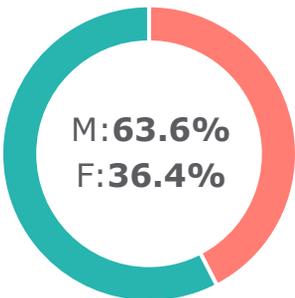
THE PROPORTION OF MALES AND FEMALES IN EACH **QUARTILE PAY BAND**



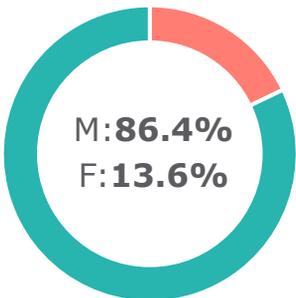
**LOWER
QUARTILE**



**LOWER MIDDLE
QUARTILE**



**UPPER MIDDLE
QUARTILE**



**UPPER
QUARTILE**



A NOTE ON GENDER PAY GAP

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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 pay rises ensure we comply with the relevant laws on equal pay and equality.

TERMINOLOGY

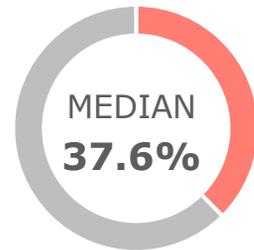
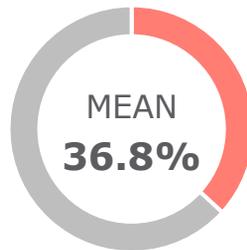
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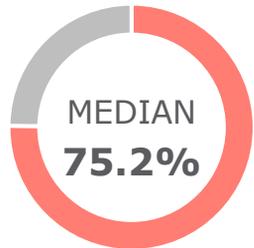
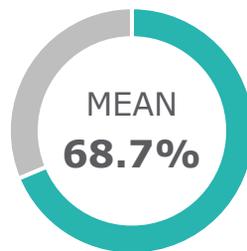
2019 RESULTS

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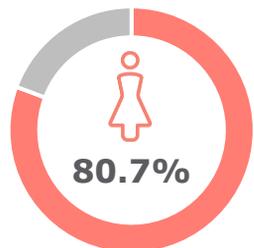
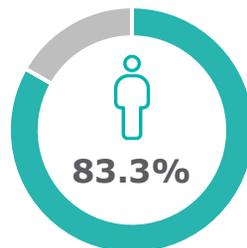
OVERALL GENDER PAY GAP – BASED ON HOURLY RATE



BONUS GENDER PAY GAP

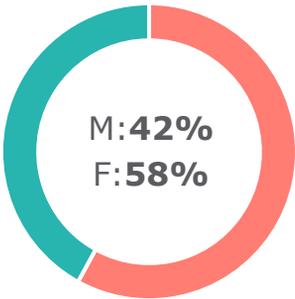


PROPORTION OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS

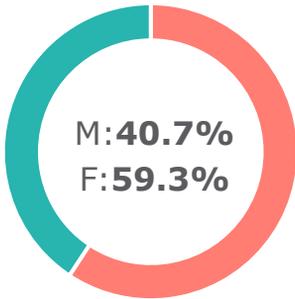


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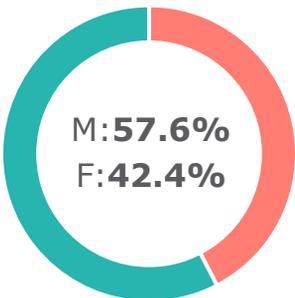
THE PROPORTION OF MALES AND FEMALES IN EACH **QUARTILE PAY BAND**



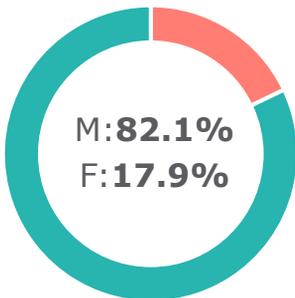
**LOWER
QUARTILE**



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QUARTILE**



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TERMINOLOGY

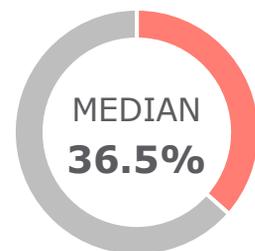
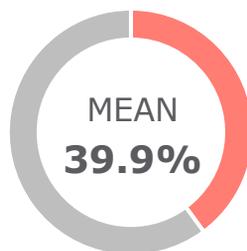
MEAN - this is the value you get from dividing the sum of several quantities by their number.

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

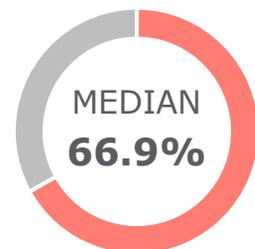
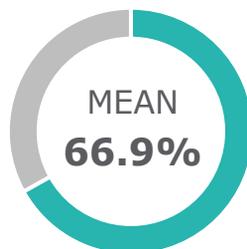
2018 RESULTS

THE DATA IN THIS REPORT IS BASED ON OUR APRIL 2018 PAYROLL FOR UK STAFF.*

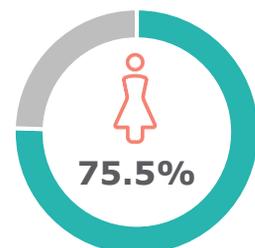
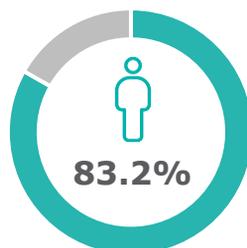
OVERALL GENDER PAY GAP – BASED ON HOURLY RATE



BONUS GENDER PAY GAP

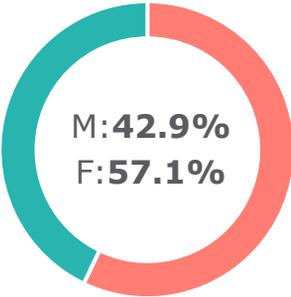


PROPORTION OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS

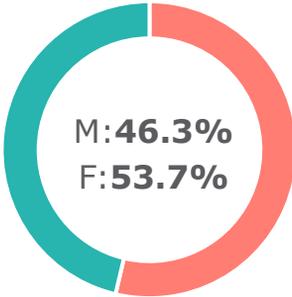


**These results are based on people employed by Gattaca Plc. The contractors we recruit on behalf of our clients are employed by a different legal entity; Matchtech Group (UK) Limited. The pay gap of our contractor workforce is therefore reported under that company name.*

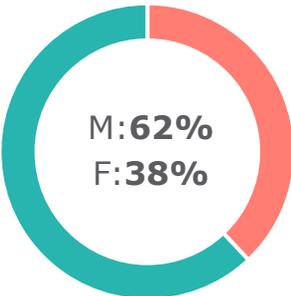
THE PROPORTION OF MALES AND FEMALES IN EACH **QUARTILE PAY BAND**



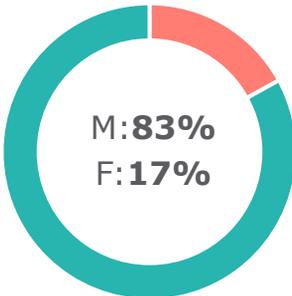
**LOWER
QUARTILE**



**LOWER MIDDLE
QUARTILE**



**UPPER MIDDLE
QUARTILE**



**UPPER
QUARTILE**



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

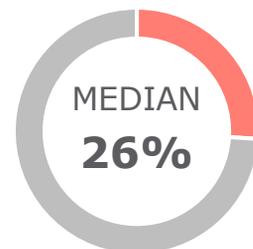
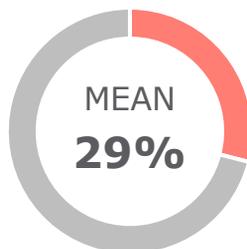
MEAN - this is the value you get from dividing the sum of several quantities by their number.

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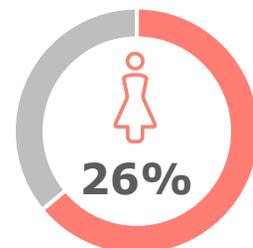
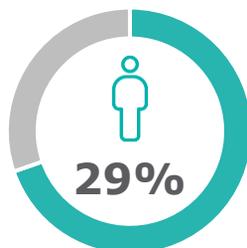
2017 RESULTS

THE DATA IN THIS REPORT IS BASED ON OUR APRIL 2017 PAYROLL FOR UK STAFF.*

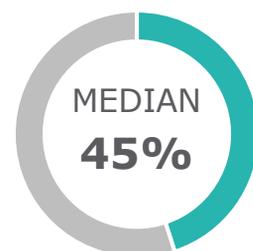
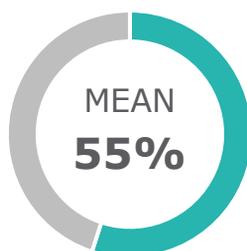
OVERALL GENDER PAY GAP – BASED ON HOURLY RATE



PROPORTION OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS



BONUS GENDER PAY GAP

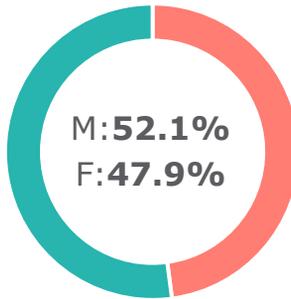


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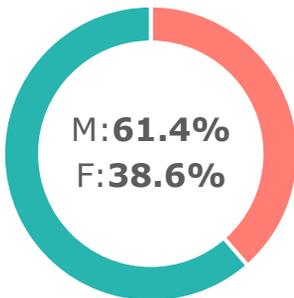
GENDER PAY GAP OF UK GATTACA EMPLOYEES PER QUARTILE



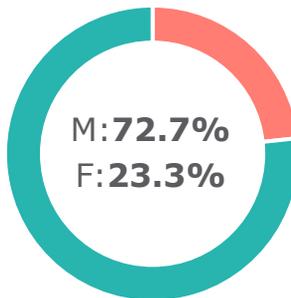
LOWER QUARTILE
1.6% PAY GAP



LOWER MIDDLE QUARTILE
1.1% PAY GAP



UPPER MIDDLE QUARTILE
0.7% PAY GAP



UPPER QUARTILE
16.3% PAY GAP

KEY NOTES:

- Each of the above quartiles contains 140 employees.
- It groups various job roles across both the recruitment and Group Support sides of our business and demonstrates the much smaller gaps we have at these levels.
- The figures in the upper quartile show proportionately fewer females in the highest earning bracket, indicating less gender diversity at leadership level. You'll see in 'Picturing the future' (page 9) that this is a priority area for us to address.
- As the data is focused solely on our employees in the UK, it doesn't take into account our international employees. We are proud to have a number of women in senior leadership roles globally.

“
Increasing gender diversity at leadership level is a priority for us so we will aim to provide more leadership training for senior females in the business
”





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