

# Gender Pay Gap Report 2023

<b>Relevant Pay Period</b>	April 2023
<b>Snapshot Date</b>	5 <sup>th</sup> April 2023
<b>UK Headcount</b>	415 employees



## FOREWORD

Since our last report, we've continued to take important steps forward in our ED&I strategy. Creating a fantastic culture and inclusive, high-performing environments has been a key strategic priority for myself and the leadership team since our stewardship began two years ago.

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

- Diversity and Inclusion training has continued throughout the year, engaging with external Inclusive Recruitment focused partners to help with fostering a wider understanding throughout the organisation.
- Our Limitless programme - aimed at tackling the gender imbalance across our business – continues to tackle barriers for those identifying as female and is proudly our most established and largest employee resource group.
- Our People team has worked to enhance our family friendly benefits to create equity and improve the lives of our colleagues, recognising the challenges they face.
- Our mentoring scheme has continued throughout the year and connects our workforce to high performers across the business with a view to developing our future leaders.
- Work to create clarity for progression and pay has continued. We believe in operating with complete respect and transparency with our colleagues, which is underpinned by our values.

Whilst we're pleased with this progress, we recognise that more is needed, at a faster pace, to address gender pay disparity in our workforce. In the last year, disappointingly we have seen an increase in the number of female leaders leave our business and partly in relation to this, we also fell short of our 2024 target of 40% management gender balance.

In response, we have carried out a business wide review to identify interventions needed to achieve our target of 50% management gender balance by 2026. This has helped formed our renewed GPG Action Plan, summarised on page 7, which will help us 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 tackling the GPG and are looking forward to a more diverse and inclusive Gattaca in the near future. 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.



### **Matthew Wragg**

Chief Executive Officer  
Gattaca PLC

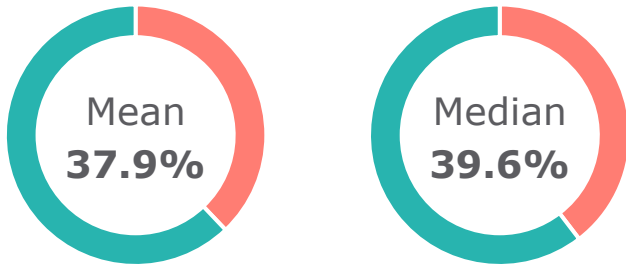
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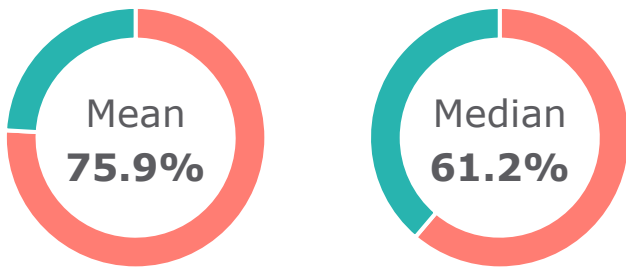
## OVERALL GENDER PAY GAP – BASED ON HOURLY RATE



The mean Gender Pay Gap has **increased by 8.2% on PY**. *For every £1 a male earns, a female earns 62p (-8p on PY)*

The median Gender Pay Gap has **increased by 6.2% on PY**. *For every £1 a male earns, a female earns 60p (-7p on PY)*

## BONUS GENDER PAY GAP – BASED ON HOURLY RATE



The mean bonus Gender Pay Gap has **increased by 11.5% on PY**. *For every £1 bonus a male earns, a female earns 24p (-11p on PY)*

The median bonus Gender Pay Gap has **reduced by 3% on PY**. *For every £1 bonus a male earns, a female earns 39p (+3p 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.

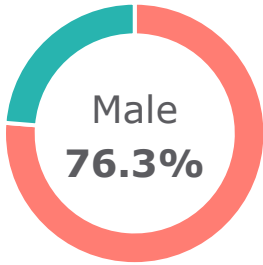
Since 1970 it has been illegal to pay men and women differently for 'like' work. Gattaca's structured salary bands along with performance related payraises ensure we comply with the relevant laws on equal pay and equality.

### TERMINOLOGY

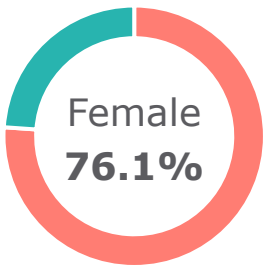
**MEAN** - this is the value you get from dividing the sum of several quantities by their number.

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

## PROPORTION OF MALE & FEMALE EMPLOYEES WHO RECEIVED A BONUS

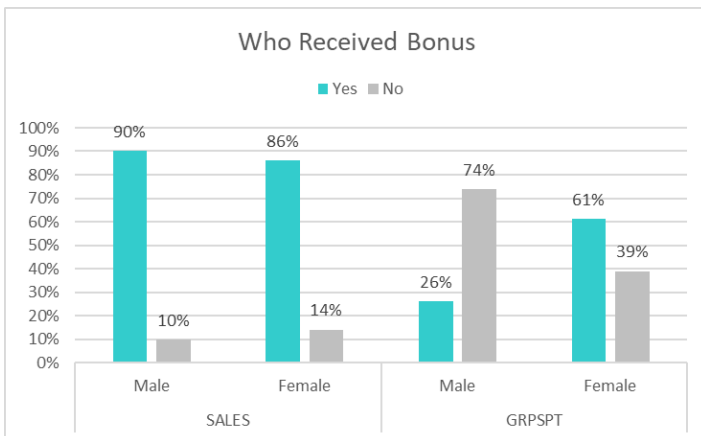


The % of males receiving bonus has **decreased by 3.4%** on PY



The % of females receiving bonus pay has **decreased by 5.9%** based on PY

- This year, 76% of relevant employees (-5% on PY) received bonus and the same % of males and females received bonus.
- Looking at who received bonus within each Function area:
  - 35% more females received bonus in Group Support compared with males in Group Support
  - 4% more males receive bonus in sales compared to females

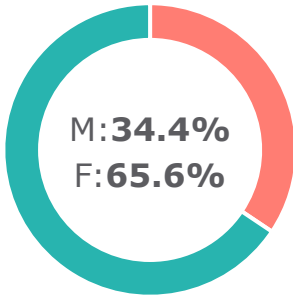


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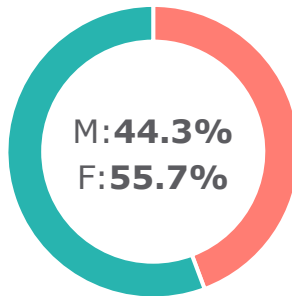
**Claire Cross**  
 Chief People Officer



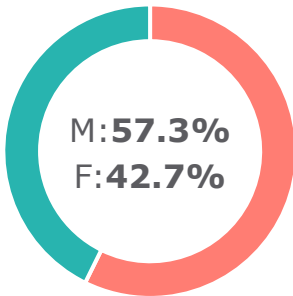
# THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND



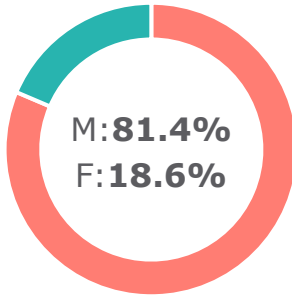
**LOWER QUARTILE**



**LOWER MIDDLE QUARTILE**



**UPPER MIDDLE QUARTILE**

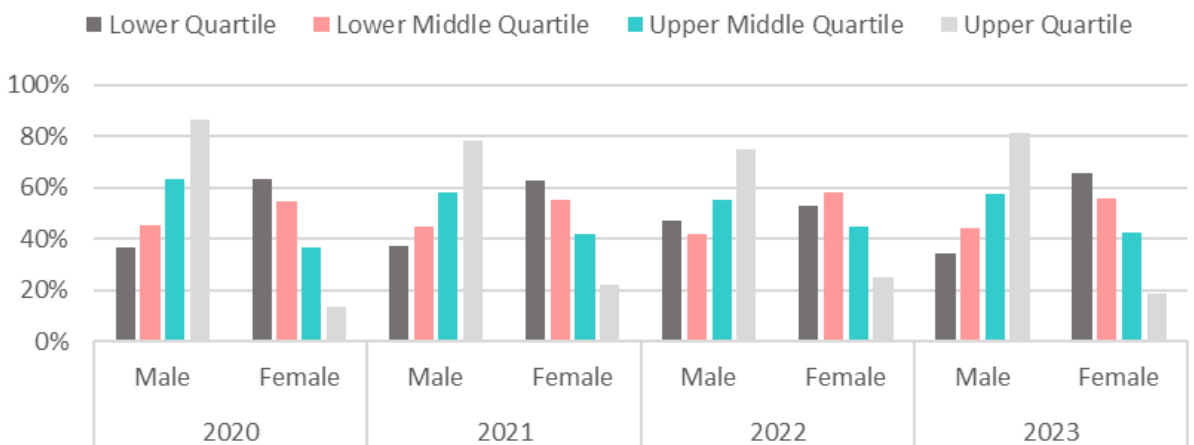


**UPPER QUARTILE**

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

- **LOWER QUARTILE: +12.8% more females**
- **LOWER MIDDLE QUARTILE: -2.6% females**
- **UPPER MIDDLE QUARTILE: -2.3% females**
- **UPPER QUARTILE: -6.4% females**

**Gender Split per Quartile over time**



## OBSERVATIONS

- Relevant and full pay relevant employees in the April 23 snapshot decreased by 47 heads compared with previous year.
- The gender split remained the same overall.

### The mean & median GPG has increased compared with PY. This is because:

- There is still a significantly **higher % of males in the higher salary bands**
- The base hourly rate has increased more for males than for females:
  - *The **mean hourly rate increased by £4.10 (15%) for males** vs 37p (+2%) for females*
  - *The **median hourly rate increased by £3.31 (15%) for males** vs 67p (+5%) for females*
- The mean bonus amount has increased for males and reduced for females:
  - ***For males it increased by 22% whilst for females it reduced by 17%***

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

- The **mean bonus** amount has **increased for males and reduced for females**
- The number of relevant employees with bonus payments in group support decreased this year whilst **bonus payments in sales increased**. Sales has a higher % of male employees, 8% more males in sales received bonus this year and male bonus amounts in sales are significantly higher than other functions due to the nature of Sales roles and commission and bonus payments due.

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

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

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**Sally Spicer**  
Head of ED&I,  
Engagement and Talent



## OUR GPG ACTION PLAN

Since stepping 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.

This year we took a deeper look into gender equity and took ambition into strategic action. As part of our wider ESG strategy we worked in collaboration with the board and senior leadership team to identify barriers impacting our gender pay gap and gender equity across the group.

A company-wide survey and focus groups were formed to identify key challenges. The following initiatives will be employed to achieve gender equity at every level with our organisation. **We will:**

- ▶ 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 those who identify as female.
- ▶ Continue to carry out an *equal pay audit* to ensure that Gattaca's structured salary bands, along with performance-related payraises, 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 GPG reporting. To address this, we will review our bonus structure to ensure it is fair and equal.
- ▶ Rolling out and embedding our *family focused policies*, with a particular focus on our large community of working mothers.
- ▶ Create a project team focussed on driving *gender equitable practices and inclusion* across the group.

We have made positive strides and meaningful actions since our last report, despite the increase in our GPG, which we acknowledge is based on some changes of personnel in the business. This includes myself, as the brilliant Annabel Honour takes on the reigns of Head of ED&I from April 2024. I will be moving onto pastures new, but look forward to seeing Gattaca progress under Annabel's leadership, and 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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### Annabel Honour

Head of ED&I  
from April 2024





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