

exertis



Gender Pay Gap Report 2024

This report sets out detailed results for the year to April 2024, together with the initiatives we have implemented to close our gender pay gap



Understanding the gap

This information tells us that the overall gender pay gap is in favour of men. This gap is primarily driven by the demographics of our industry and the under representation of females in senior roles.

Equal pay is different

Equal pay is different from the gender pay gap. Equal pay deals with pay received by men and women for doing the same or similar roles, or work of equal value. We regularly review pay structures to ensure all colleagues are paid appropriately. Gender pay gap reporting means that even when pay is equal, there still may be a gender pay gap if there are more males than females in more senior and higher-paid roles.

Hourly Pay

18.93%

Mean Gender Pay Gap

The mean pay variance shown is the difference between the average hourly pay of men and women

Reduced by

6.9%

Bonus Pay

26.5%

Mean Gender Pay Gap

The mean bonus pay variance shown is the difference between the average bonus pay of men and women

Reduced by

10.1%

9.84%

Median Gender Pay Gap

The median pay variance shown is the difference between the midpoint in the ranges of hourly pay of men and women

Reduced by

6.3%

4.26%

Median Gender Pay Gap

The median bonus pay variance shown is the difference between the midpoint in the ranges of bonus pay of men and women

Increased by

5.3%

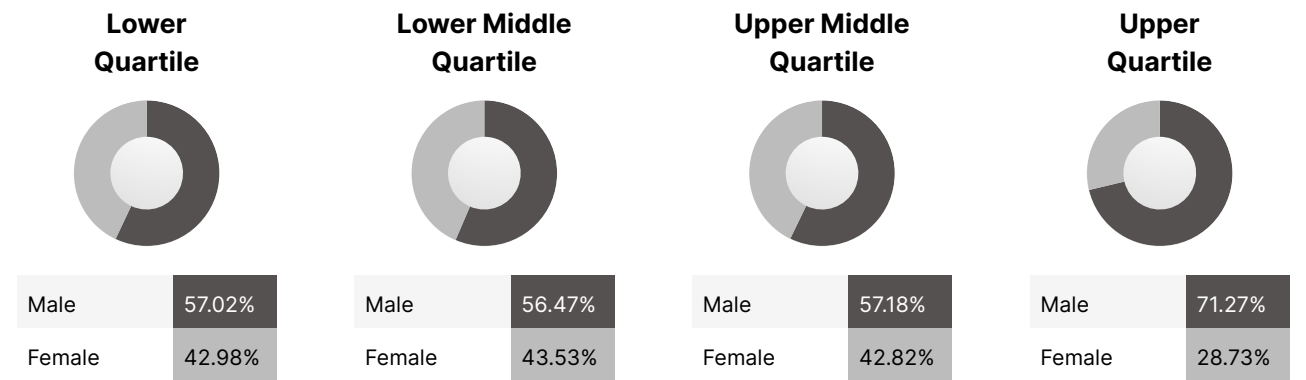


Ordinary pay calculations

Pay quartiles

The proportion of colleagues in each pay quartile according to their gender

Mean hourly gender pay gap		18.93%		Bonus pay calculations	
Median hourly gender pay gap		9.84%			
Pay quartiles (male % on the left)	Lower Quartile	57.02%	42.98%	Mean gender bonus gap	26.5%
	Lower Middle Quartile	56.47%	43.53%		
	Upper Middle Quartile	57.18%	42.82%	Median gender bonus gap	4.26%
	Upper Quartile	71.27%	28.73%		



The percentage of colleagues receiving a bonus



50.3%

down from 80.4% in 2023

The proportion of male colleagues that received bonus pay in the twelve months prior to the 2024 snapshot date



50.2%

down from 84.9% in 2023

The proportion of female colleagues that received bonus pay in the twelve months prior to the 2024 snapshot date

Our Gender Ratio

This report uses a population of

1585

colleagues of which there is a

60.1%:39.9%

split male to female

Bonus Pay

Our bonus pay gap will fluctuate year on year depending on our level of bonus pay out. We have an overall mean bonus pay gap in favour of our male colleagues and our median bonus pay gap has increased to 4.26% in favour of men, reflecting an overall increase of 5.3%. This change is largely a consequence of the one-off cost-of-living gifts awarded to nearly 800 colleagues in 2022 who had earned less than £30k in the 12-months prior. Many women, who typically do not receive a bonus, benefited from this payment last year. Consequently, the number of women receiving bonuses in our 2024 reporting has decreased, as there was no similar cost-of-living bonus paid during this reporting period.

It is not unusual for bonus gaps to be higher than hourly pay gaps due to the impact of the demographics. While the eligibility rules for our bonus awards are the same for male and female colleagues, we have more men in higher-paid senior positions and more male colleagues in our commercial and sales roles, where a greater proportion of their total remuneration comes from bonus.

Our bonuses are based on a % of salary and with more men holding senior positions they are therefore paid higher salaries and in turn receive higher bonuses.

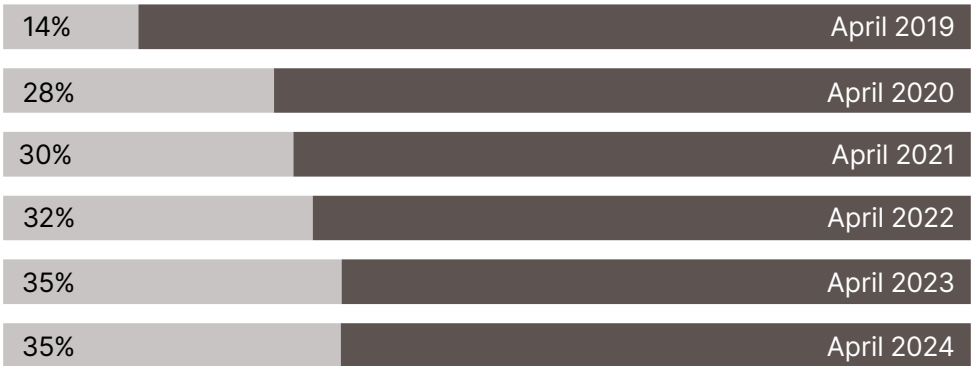


More men than women in senior roles

While attracting more women to our sector remains a challenge, we have made progress through our diversified recruitment approach, combined with unconscious bias training and a focus on equity. We are pleased to report a 6.9% decrease in our overall Gender Pay Gap since 2023. This reduction is a reflection of the effectiveness of the initiatives we have implemented.

In terms of hiring, we have made progress and seen a balanced intake of both males and females with positive outcomes in internal female progression. However, we acknowledge that the challenge of attracting more women to our sector persists. As a result, we are actively working on making technology and distribution roles more appealing to women, with the aim of continuing to foster an inclusive and diverse workforce.

Female MD-2 Population



We believe in fostering and developing talent to ensure underrepresented and marginalised groups are given the tools they need to prosper and as a business we actively work to remove any blockers.

By developing and retaining our female talent we are creating our senior female leaders of the future. Following our annual succession planning, every female that has been identified as “Green Box Talent” has been given the opportunity of a coaching session with our People team to create a personal development plan to further support their career growth. We are pleased to note that our MD-2 percentage has shown consistent growth over the years. This year, we have maintained our progress with, 35% of MD-2 being female. Additionally, we have observed a positive shift in our pay quartiles with more females represented in the upper two quartiles, indicating encouraging movement towards greater gender diversity in leadership.

Our mission is to have a *diverse and inclusive* culture that benefits colleague and business performance by *enabling* *everyone to be their true self*

Our inclusive culture

In 2023, we held our second D&I pulse survey, where we improved year on year on all consistent questions. Our people told us they felt more able to be their true selves and more able to express opinions. With more colleagues agreeing they were treated fairly regardless of background and viewing our workforce as sufficiently diverse.





Our Employee Resource Groups



Employee Resource and Support Groups at Exertis are so important to us and form a significant part of our D&I journey.

Our ERGs are networks providing a safe space for those who identify as part of that community, as well as carers and allies to seek support, help educate the business, bring in new talent from within their community, and help everyone thrive and progress.

We're thrilled to have launched two additional ERGs in 2023.

- Enable in June 2023; to support those with neurodiverse abilities or who are differently-abled, those who have family or friends who identify as being part of that community, or even managers or colleagues who have co-workers who identify as neurodiverse or are differently-abled.
- Menopause in October 2023; to raise awareness, promote women's health and provide support and education around a previously taboo topic.



EmpowHer event

Exertis EmpowHer: where Empowerment Meets Technology! Our inaugural ground-breaking Women in Tech event took place on 23rd November 2023, providing an opportunity to connect with other women in the industry, to listen to headline female speakers, network with like-minded peers and allies, and listen to some powerful and inspirational personal stories.

CRN Women and Diversity Awards

This year we were proud sponsors of the Diversity Champion of the Year category at the CRN Women and Diversity Awards. Two of our amazing colleagues won awards, with another team member collecting a highly commended award for their incredible achievements. We're so proud of all of them for the recognition they've received by the judging panel for the fantastic difference they're making not just at Exertis, but in the industry as a whole.

Other activities include:

Launch of Peppy

We recognise that life health events may have an impact on women in the workplace. We've partnered with Peppy Healthcare to launch a new healthcare initiative for our people. The app-based platform provides personalised health services, including one-to-one chats with practitioners, virtual consultations and access to a wealth of health resources. The initiative is part of our commitment to employee well-being, with a particular focus on men's and women's health, menopause, fertility and pregnancy and parenthood.



Developing Female Talent

We are committed to progressing female talent through our Accelerated Management programmes and Apprenticeships. Our development programs are designed to empower our high performing and high potential women at all levels, by providing them with the opportunity to grow their skills and knowledge needed to advance their careers.

We actively encourage female colleagues to take part in these opportunities, and through these efforts, we aim to create a more balanced and equitable workforce, where diverse perspectives drive innovation and success.



Upgrade

Our programme for first line managers looking to underpin their skills, and advance into a management role. It develops the knowledge, skills and behaviours required to be an effective first line manager within Exertis. Female representation has increased year on year.



LEAD

Our senior management development programme aimed at those who have been identified as future leaders of our organisation. We have increased the percentage of female delegates on this programme to build a greater pipeline of female talent.



Apprenticeships

We are proud to report that nearly half of all individuals participating in our apprenticeship programs — whether through our internal initiatives or external qualification courses — are female.



External partnerships

We have aligned with several external partnerships to drive our people agenda and foster an inclusive workplace to ensure everyone feels comfortable, valued, respected and empowered to be their true self. Our collaboration with Stonewall strengthens our commitment to LGBTQIA+ equality, ensuring that all employees feel respected and supported. Through TC4RE, we champion diversity in tech by advocating for racial equity and inclusion.



Sunflower lanyard

In December 2023, we launched our Sunflower Lanyards across all of our offices. We're so proud to be supporting our colleagues with hidden or visible disabilities by making sunflower lanyards available to everyone. This will ensure that colleagues are aware that some individuals may need more assistance. We are thrilled to become a sunflower-friendly organisation and our Enable ERG has championed this partnership to ensure we continue to raise awareness and provide support for colleagues.



Allyship

We have successfully implemented the Allyship in a Box program, delivering over 600 hours of training across the business to foster inclusion and allyship. In addition, we have extended this initiative to several external partners, training their teams with the tools and knowledge to implement the program within their own organisations.



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Inclusion and belonging are core elements of our people experience and strategy. Through focus, commitment and allyship we continue to make progress and make Exertis an even greater place to work.

Jo Lawrence

Chief People & Inclusion Officer, Exertis UK

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I confirm the data and information represented in this report are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

At Exertis we are committed to continually listening and to improving the experience and representation of all underrepresented groups, including females. We acknowledge the underrepresentation of females in senior roles. Our continued progress gives us confidence that the inclusive strategies we are putting in place and the continued focus on developing our female talent, will continue to reduce our gender pay gap in future years.

Tim Griffin

CEO, Exertis IT





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