

exertis

GENDER PAY GAP REPORT 2021



This report sets out detailed results for the year to April 2021, together with the initiatives we have implemented to close our gender pay gap

Hourly Pay

30.06%

Mean Gender Pay Gap

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

Increased by
0.56%

21.37%

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
1.73%

Bonus Pay

53.4%

Mean Gender Pay Gap

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

Reduced by
2.9%

41.7%

Median Gender Pay Gap

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

Reduced by
4.6%

Ordinary pay calculations

Pay quartiles

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

Mean hourly gender pay gap	30.06%	
Median hourly gender pay gap	21.37%	
Pay quartiles (male % on the left)	58.82%	41.18%
	49.90%	50.10%
	57.90%	42.10%
	77.50%	22.50%

Bonus pay calculations

Mean gender bonus gap	53.4%
Median gender bonus gap	41.7%

Lower Quartile



● Male 58.82%
● Female 41.18%

Lower Middle Quartile



● Male 49.90%
● Female 50.10%

Upper Middle Quartile



● Male 57.90%
● Female 42.10%

Upper Quartile



● Male 77.50%
● Female 22.50%

The percentage of colleagues receiving a bonus



55%

The proportion of male colleagues that received bonus pay in the twelve months prior to the 2021 snapshot date

56%

The proportion of female colleagues that received bonus pay in the twelve months prior to the 2021 snapshot date

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 women 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.

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.

Bonus pay

Our bonus pay gap will fluctuate year on year depending on our level of bonus pay out. In the snapshot month, the front office business areas trigger bonus payments based on performance and these areas are predominately male which has impacted our gender pay gap.

More men than women in senior roles

As an industry we continue to face a challenge to attract more women into the sector. Exertis is no different in this regard. Our ongoing analysis and reduced gender pay gap leaves us confident that our efforts in increasing the underrepresentation

of women at Exertis is working. Although we recognise that we are still in the early stages of our journey. Our focused efforts within our Diversity & Inclusion strategy have enabled us to further grow the representation of women across the business. Our recruitment strategy to provide a diverse shortlist, as well as 97% of all our hiring managers undertaking unconscious bias training, has resulted in a positive impact on the diversity of our organisation.

14%

April 2019

28%

April 2020

30%

April 2021

Female MD-2 population

We also understand the need to hire women at junior levels. 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 woman that has been identified as “Green Box Talent” has been given the opportunity of a coaching session with our L&D team to create a personal development plan to further support their career growth.

OUR GENDER RATIO
THIS REPORT USES A POPULATION OF
1,792 COLLEAGUES
OF WHICH
60%:40%
SPLIT



OUR MISSION IS TO
**PROMOTE
FOSTER**
— AND DRIVE —
**EQUALITY
DIVERSITY
AND INCLUSION**

Our inclusive culture

As part of our commitment to provide an inclusive culture, we have hired an Inclusion & Diversity lead. This role will share best practice across the group, work with third party organisations and ensure we progress against our commitments.

To determine the effectiveness of our change, we will also be launching an annual inclusion pulse survey to understand the lived experiences of our workforce. This enables our board to be attuned to behaviours 'on the ground', so we can identify and work to remove any blockers and allow everyone to be their true selves at work.

The data we gather will help us target the areas that will have the most impact, and the baseline data will enable us to accurately monitor progress and understand the impact of our targeted actions.

Raise the Game pledge

We have become a pledge partner as part of the Raise the Game initiative. Their mission is to promote, foster, and drive equality, diversity, and inclusion in a games industry where everyone belongs, and voices are heard. To become a partner, we have pledged to make meaningful changes within the business against their three pillars:

Creating a diverse workforce

We will understand the diversity of our current workforce, identifying pinch points and implement targeted actions, such as tailored career development for minority or marginalised groups. We are also educating our hiring managers to recruit as fairly and widely as possible through our License to Recruit training and standardising our competency-based selection materials.

Shaping inclusive and welcoming places to work

We continue to celebrate awareness days, bringing in external speakers and giving our leaders a regular platform to talk about why this is important.

Reflecting diversity in our work

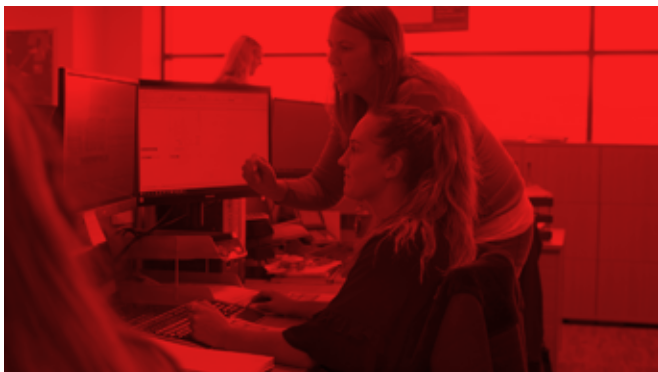
We will actively promote diversity in all communication and collateral we create both for ourselves and through our agency services, utilising our own people at the forefront of these activities as much as possible. We are also advocates and thought leaders on the topic of diversity within the IT Channel.



“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.”

Paul Bryan
Managing Director



Exertis Unboxed

We have launched listening groups that give colleagues the opportunity to provide feedback directly to directors of the business. Jo Lawrence (People Director) facilitates these sessions. Her focus is to provide an environment where all parties feel safe to contribute candidly, and where all parties display respect for each other's viewpoints and experiences.

These focus groups are a key tool for gathering information on any challenges our colleagues are facing, as well as generating ideas for continuous improvement and new initiatives that will help everyone feel their uniqueness is valued and appreciated.

EDIT (Equality, Diversity & Inclusion Team)

Our voluntary group of colleagues who came together to improve diversity, equality and inclusion across the business continues to support our Diversity & Inclusion activity across the business. The network - which was originally set up as a grassroots group of allies - now has executive sponsorship from two Board members, Vishal Chhatralia (Chief Digital Officer) and Jo Lawrence (People Director). The committee are focusing on collating diversity information beyond age and gender, improving recruitment and induction practices through a D&I lens and driving education by building on celebration and awareness days with third party engagements.

Sales Academy

The launch of our Sales Academy enables us to hire inexperienced, career driven individuals into the technology industry, giving greater opportunity to underrepresented groups. This will create the foundations for a greater gender balanced management and leadership structure.

Our future plans

At Exertis we are committed to continually listening to, and improving the experience and representation of, all underrepresented groups, including women. We acknowledge the underrepresentation of women in senior roles, but our efforts in the last year have seen a further rise in the number of women in senior roles to 30%.

We believe 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.