

Gender Pay Gap Report 2022



BrightHR is the fastest growing company in the Peninsula Group of companies and is the leading HR and Health & Safety software provider in the UK delivering products that reduce HR and Health & Safety administration, manage legislation burden and provide tools that help small businesses to grow.

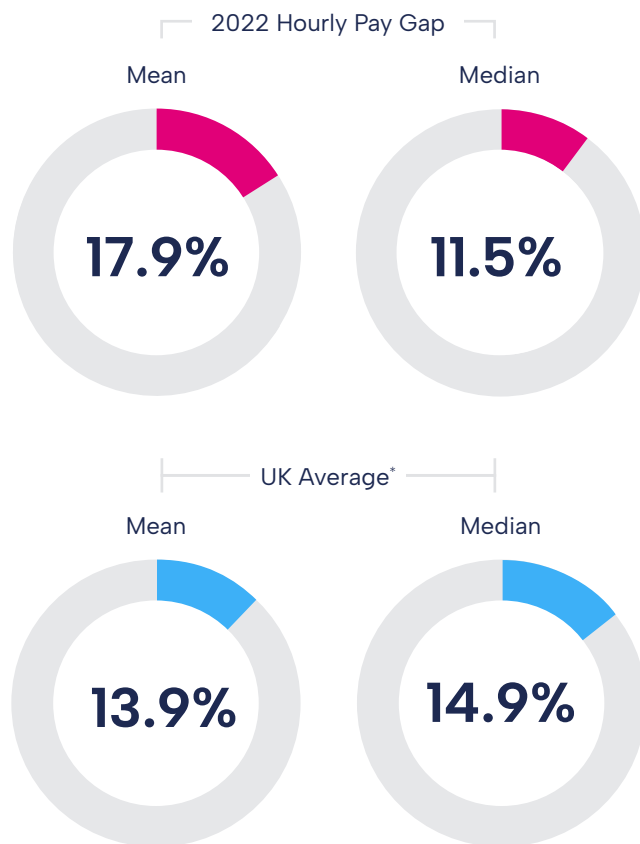
With over 44,000 clients and 270 staff, BrightHR has a pre-eminent position in the market and takes pride in being an exciting and equitable place to work.

At BrightHR, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect an employee's remuneration. BrightHR is an Equal Pay employer – men and women performing equal work receive equal pay.

BrightHR does have a pay gap – the Mean Pay Gap is 17.9% in 2022 with the Median Pay Gap, narrower at 11.5%. These figures reflect the higher paid salaries earned by members of the male dominated IT teams, as well as the significant levels of commission and bonuses earned by the sales team, where women also make up a minority of the workforce.

All these elements of salary, commission and bonuses are included in the calculation of the Hourly Pay Gap shown here.

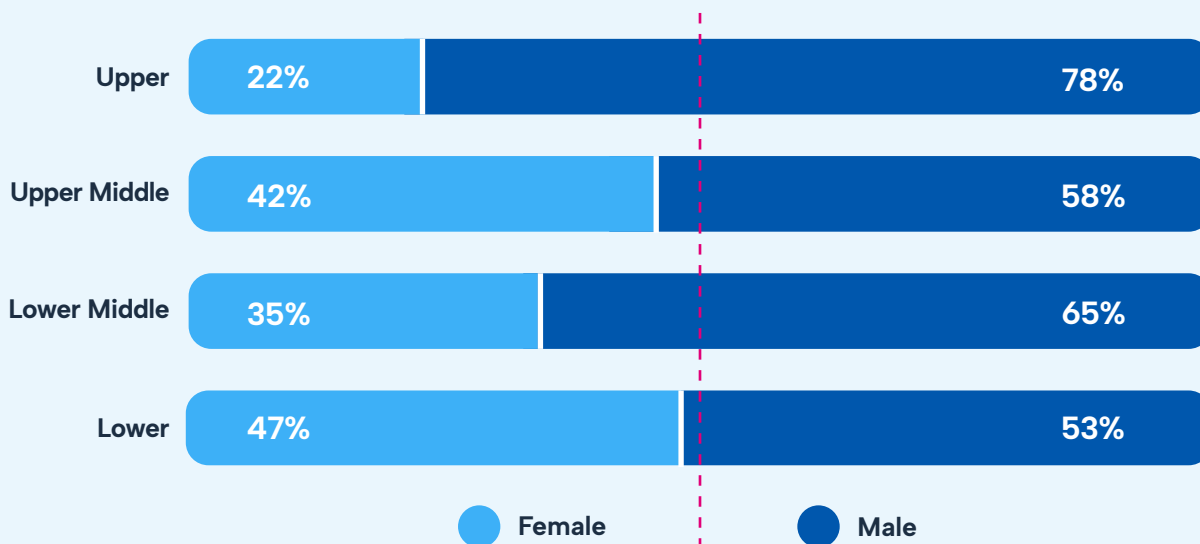
The figures in this report are based on the snapshot 5th April 2022



*From the Office of National Statistics ASHE Survey 2022

Hourly Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their Hourly Pay. The banding illustrates that there is a significant gender pay gap in the lower middle and upper quartiles, a result of the large number of field sales and IT roles – male dominated professions.



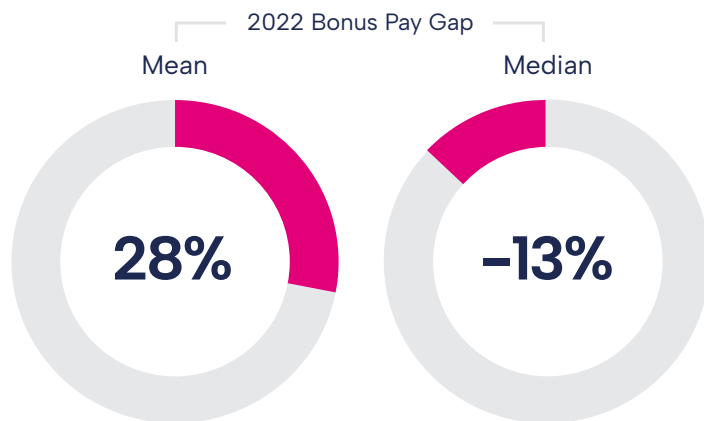
Gender Pay Gap Report 2022



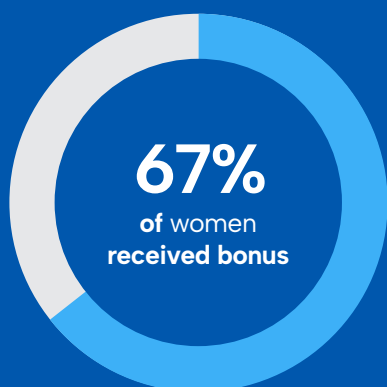
Bonus Payments

Bonus payments include bonus, commission and profit share schemes. The proportion of men and women receiving bonus payments are broadly similar and slightly favourable to females, with 67% female and 63% men (all staff 64%) receiving bonuses in the year.

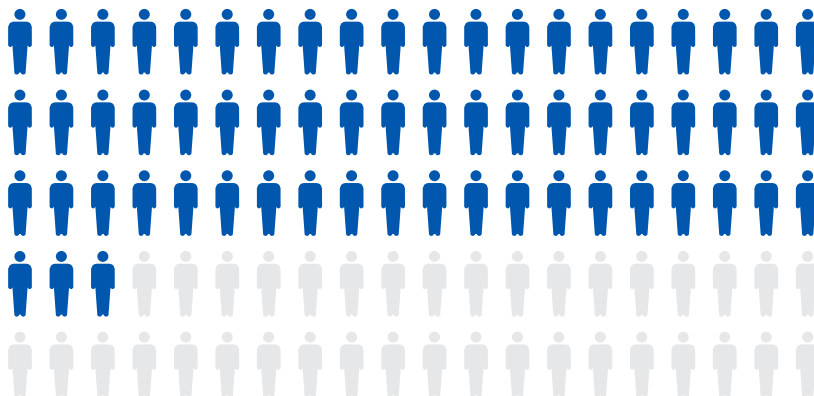
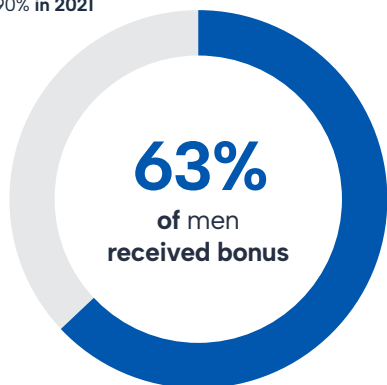
However, the quantum of the bonuses does vary significantly because the figures are heavily influenced by the inclusion of sales commissions paid to the male dominated field sales team. There is Equal Pay amongst the sales team (and across all the company) with all members paid in accordance with the same commission structure. The Bonus Pay Gap mean is 28%, favourable to men. However the Median Bonus Pay Gap is -13%, favourable to females.



90% in 2021



90% in 2021



I confirm that the data published in this report is accurate.
Jordan Foster, Group Chief Financial Officer.