

GRADUS

Gender Pay Gap Report

Introduction

Gender pay gap reporting legislation requires employers with 250 or more employees to publish statutory calculations each year to show whether there is a pay gap between their male and female employees.

This involves carrying out 6 calculations that show the difference between the average earnings of men and women in our organization; it does not involve publishing individual employee's earnings data.

It is important to note that gender pay gap reporting is not about equal pay. Equal pay concerns differences in the earnings of men and women doing equal work. The gender pay gap is the difference in the average earnings between all men and women in an organisation regardless of their roles.

We are an employer required by law to carry our Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are required to publish these results on our own website and on the government portal. This report is based on salary information as at 05 April 2020.

Calculations

Gender pay gap as a mean average:	15.4%
Gender pay gap as a median average:	12.0%
Bonus gender pay gap as a mean average:	46.5%
Bonus gender pay gap as a median average:	0%
Proportion of men and women receiving a bonus:	Men 93.9% Women 94.6%

Quartiles (banded by Hourly Rate)	Female	Male	% Female	% Male
Lower (lowest paid)	25	38	39.7%	60.3%
Lower Middle	9	54	14.3%	85.7%
Upper Middle	11	52	17.5%	82.5%
Upper (highest paid)	11	52	17.5%	82.5%

Commentary

At Gradus, salaries are determined by role and responsibilities, not by gender. We are confident that men and women are paid on equal terms for doing the same jobs across the business. However, our Company is comparable with our industry peers in having a gender imbalance in our working population. Men outnumber women at every level within our business, and this is the primary cause of our gender pay gap. Despite this, we are pleased

to report that the average Gender Pay Gap percentage has continued to reduce year on year since reporting commenced in 2017 (21.5% in 2017, 19.2% in 2018, 17.8% in 2019, 15.4% in 2020).

Traditionally, the overwhelming majority of applications for roles within our Company have been from men. However, we will continue to review our recruitment processes to make all roles relevant and attractive, regardless of gender. We will regularly review our people policies and practises to ensure gender equality, and we will ensure that men and women have equal opportunity to work at every level of our organisation.

Signature

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

A handwritten signature in blue ink, appearing to be 'S. H. A.', written over a horizontal line.

Date:

15/9/21.