

Gender Pay Gap Report 2021

Relevant Pay Period	April 2021
Snapshot Date	5 th April 2021
UK Headcount	419 employees



FOREWORD

Gattaca remains passionate about delivering a inclusive and collaborative, high performing culture that treats its people with a level of dignity and respect, which is underpinned by our values. We promote fairness, equality, diversity and inclusion across our workplace, within the UK and across our global geographies.

We reward our people based on their skills and its our aim to ensure we have a stronger gender balance across our team.

We are investing in diversity, and ensuring we have a strong stance on ensuring an equal gender balance in our management positions by August 2026.

We are passionate about creating an inclusive culture, valuing difference and supporting all employees to participate fully, unleashing their full potential.

This report sets out our figures for the past four years. On behalf of the 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. I'm looking forward to a more diverse and inclusive Gattaca in the near future.



Matthew Wragg

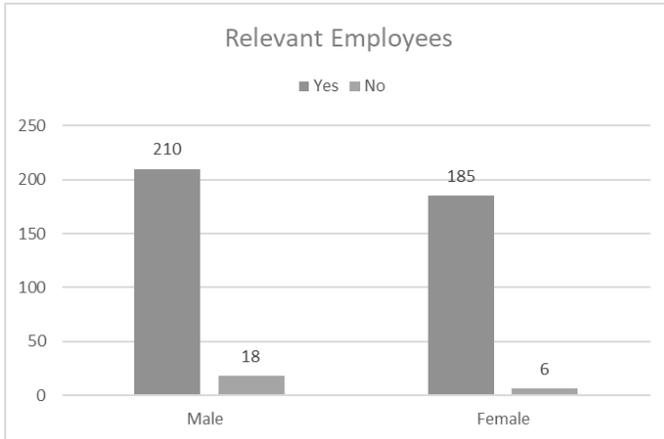
Chief Executive Officer
Gattaca PLC

“
We are investing in diversity, and ensuring we have a strong stance on ensuring an equal gender balance in our management positions by August 2026.
”



WHO IS INCLUDED IN THE CALCULATIONS?

- 395 employees have been included as relevant employees
- 24 employees (18 male, 6 female) have been excluded who are NEDs or are on grade L2 or above



- Of the 395 relevant employees, 384 have been included as full pay relevant employees
- 11 female employees have been excluded due to being on maternity leave as at the snapshot date
- There were no employees on furlough, long term sick or sabbatical as at the snapshot date



WHAT PAYROLL DATA HAS BEEN INCLUDED?

Ordinary Pay

Pro rata pay before deductions (i.e. pension / salary sacrifice is n/a)

Included: Basic Pay, Car / Travel Allowance

Excluded: Overtime pay, allowances earned during paid overtime, redundancy pay, pay related to termination of employment, pay in lieu of annual leave, any repayments of authorised expenses, benefits in kind, interest-free loans

Bonus Pay

Included: Bonus + LTIP payments

For hourly rate calculations (full pay relevant employees only), annual bonus & LTIPs for 12 months up to the snapshot date have been pro rated to get an average bonus amount for April 21

OVERALL GENDER PAY GAP – BASED ON HOURLY RATE



The mean Gender Pay Gap has **reduced by 8.8%** on PY. *For every £1 a male earns, a female earns 68p (+8p on PY)*

The median Gender Pay Gap has **reduced by 18.1%** on PY. *For every £1 a male earns, a female earns 74.3p (+11p on PY)*

BONUS GENDER PAY GAP – BASED ON HOURLY RATE



The mean bonus Gender Pay Gap has **increased by 8.6%** on PY. *For every £1 bonus a male earns, a female earns 26p (-9p on PY)*

The median bonus Gender Pay Gap has **reduced by 5.6%** on PY. *For every £1 bonus a male earns, a female earns 44p (+5p 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.

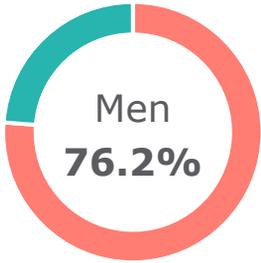
Since 1970 it has been illegal to pay men and women differently for 'like' work. Gattaca's structured salary bands along with performance related payraises ensure we comply with the relevant laws on equal pay and equality.

TERMINOLOGY

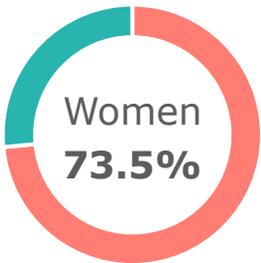
MEAN - this is the value you get from dividing the sum of several quantities by their number.

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

PROPORTION OF MALE & FEMALE EMPLOYEES WHO RECEIVED A BONUS

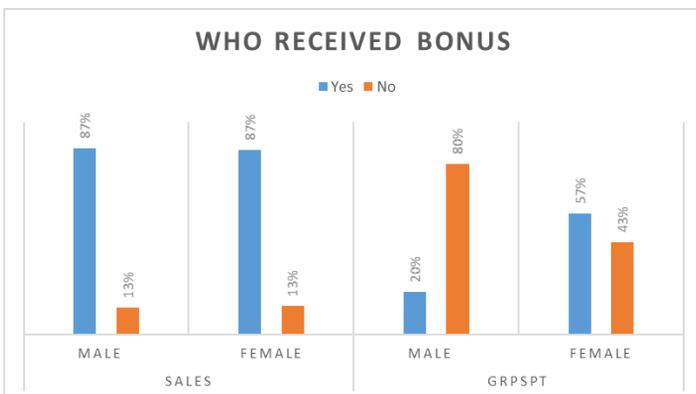


The % of males receiving bonus has **reduced by 18.5%** on PY



The % of females receiving bonus pay has **reduced by 16.2%** based on PY

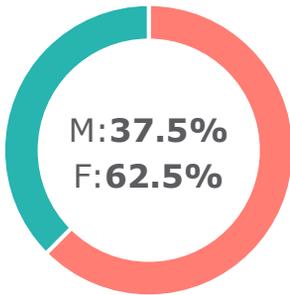
- The gender split of relevant employees has not changed and remains at 53% Male, 47% Female
- Looking at who received bonus within each Function area:
 - Almost 3 times more females received bonus in Group Support compared with males
 - The % of Male & Females with bonus in Sales is even



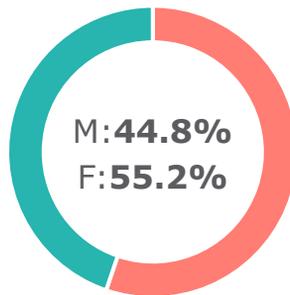
“
Increasing gender diversity across management positions is a priority for us. This is part of our ESG ambitions and we’re excited by the future opportunity.
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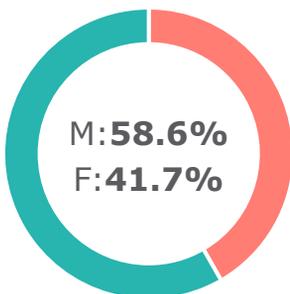
THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND



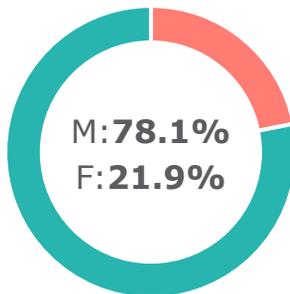
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

- The most notable changes in the latest snapshot is in the proportion of males and female's employees in the upper middle and upper quartiles.
- In the **upper quartile there is an increase of 8.3% more females** compared to PY.
- In the **upper middle quartile there has been an increase of 5.3% females** compared with PY.



OBSERVATIONS

HEADCOUNT

- Relevant employees in the April 21 snapshot reduced by 102 heads compared with previous year, largely due to the mass redundancies in October 2020 due to Covid.
- Full Pay Relevant Employees in the April 21 snapshot increased by 120 heads compared with previous year, largely due to there being no furloughed employees. In the 2020 snapshot, 223 were excluded due to being on furlough.

MEAN & MEDIAN GPG – BASED ON HOURLY RATE

- Both the mean and median results have reduced based on the previous year. This is likely due to the changes in headcount of full pay relevant employees. In the previous year, a large % of employees were excluded from calculations due to being furloughed and the majority of this group fell within the lower quartile pay band.

BONUS

- Overall there has been a reduction in both males and females receiving bonus (which also includes commission payments). This could be due to the impact of covid on commission payments as well as 20% of staff being in the onboarding phase which typically attracts less bonus / commission.
- It is interesting that of those that did receive bonus, there is an equal distribution of bonus within Sales, and a higher % of females receiving bonus in Group Support, yet the mean Bonus Pay Gender Pay Gap has still increased by 8.6%. This is likely due to the higher proportion of males in the upper quartiles. It is also likely that bonus payments in Group Support would be less as they would not include commission.





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