

Gender Pay Gap Report 2022

Relevant Pay Period

April 2022

Snapshot Date

5th April 2022

UK Headcount

466 employees



FOREWORD

In the past year, Gattaca has taken vital steps towards becoming a more inclusive, high-performing workplace. We recognise the need to address the gender pay disparity and imbalance in the global workforce and have begun to set out strategic pathways to improve gender equity at Gattaca, in the UK and across our global geographies.

As a Group, we remain committed to becoming a more diverse, fair, equitable and inclusive organisation; as such, we continue to work towards our previously set targets of a 40% management gender balance by 2024 and 50% by 2026.

The appointment of Sally Spicer into the role of Head of ED&I has served to ensure our internal stakeholders, board members and investors are aligned behind our strategic ED&I goals, recognising the importance of taking impactful actions.

We have promoted diversity training throughout the year, engaging several external partners to help with fostering a wider understanding throughout the organisation. Our Limitless programme - aimed at tackling the gender imbalance across our business - grew to 90 members and counting. Limitless aims to empower and support our female and gender non-conforming workforce to break down barriers to achieving their full potential. In the first 12 months we have covered overcoming limiting beliefs, closing the wealth gap, communicating with impact and future career planning.

Our Learning & Development team launched an internal mentoring scheme, connecting our workforce to high performers across the business with a view to developing our future leaders. To further enable us to identify and promote the incredible female talent already within Gattaca, many have had the opportunity to be mentored by senior members of staff including myself. In turn, we have had the opportunity to be reverse mentored by junior team members who are supporting us to achieve our mission to build a better future.

To ensure our workforce has clarity around their pathways for progression, we introduced salary bands to ensure all our people are paid fairly. We believe in operating with complete respect and transparency with our colleagues, which is underpinned by our values.

This is the early stages of an important journey for Gattaca, that the board and leadership are passionate to escalate. 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

2 Chief Executive Officer
Gattaca PLC

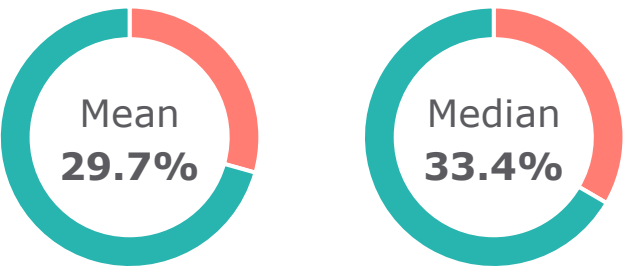
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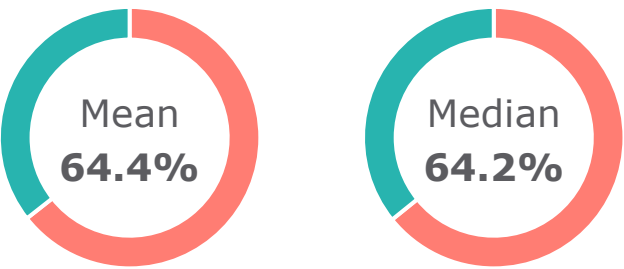
OVERALL GENDER PAY GAP – BASED ON HOURLY RATE



The mean Gender Pay Gap has **reduced by 1.6% on PY**. *For every £1 a male earns, a female earns 70.3p (+1.6p on PY)*

The median Gender Pay Gap has **increased by 7.7% on PY**. *For every £1 a male earns, a female earns 67.6p (-7.7p on PY)*

BONUS GENDER PAY GAP – BASED ON HOURLY RATE



The mean bonus Gender Pay Gap has **reduced by 8.8% on PY**. *For every £1 bonus a male earns, a female earns 35.6p (+8.8p on PY)*

The median bonus Gender Pay Gap has **increased by 8.6% on PY**. *For every £1 bonus a male earns, a female earns 35.8p (-8.6p 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.

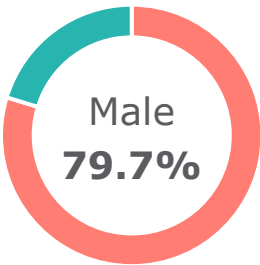
Since 1970 it has been illegal to pay men and women differently for 'like' work. Gattaca's structured salary bands along with performance related payraises ensure we comply with the relevant laws on equal pay and equality.

TERMINOLOGY

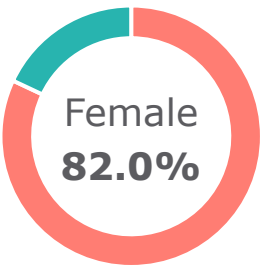
MEAN – this is the value you get from dividing the sum of several quantities by their number.

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

PROPORTION OF MALE & FEMALE EMPLOYEES WHO RECEIVED A BONUS

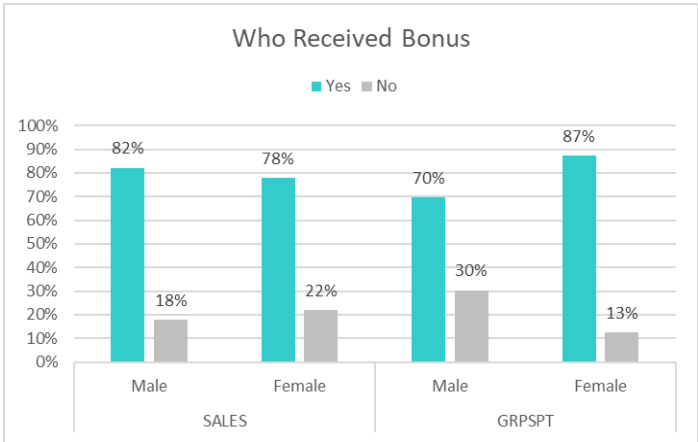


The % of males receiving bonus has **reduced by 3.5%** on PY



The % of females receiving bonus pay has **increased by 8.5%** based on PY

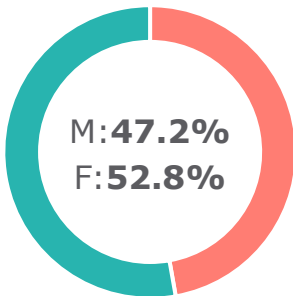
- The gender split of relevant employees has not changed and remains at 53% Male, 47% Female
- Looking at who received bonus within each Function area:
 - 17% more females received bonus in Group Support compared with males
 - 4% more males receive bonus in sales compared to females



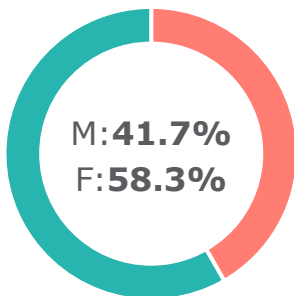
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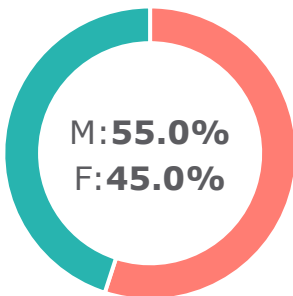
THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND



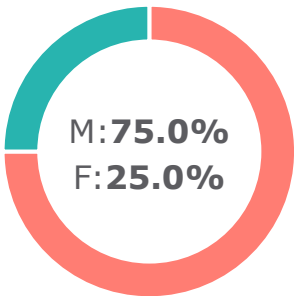
LOWER
QUARTILE



LOWER MIDDLE
QUARTILE



UPPER MIDDLE
QUARTILE



UPPER
QUARTILE

- The most notable changes in the latest snapshot is in the proportion of male and female employees in the mid, upper middle and lower quartiles.
- In the **upper quartile there is a decrease of 3.1% females** compared to PY.
- In the **upper middle quartile there has been an increase of 3.3% females** compared with PY.
- In the **lower middle quartile there is an increase of 3.1% females** compared to PY.
- In the **lower quartile there has been an increase of 9.7% more males** compared with PY.



OBSERVATIONS

HEADCOUNT

- Relevant employees in the April 22 snapshot increased by 47 heads compared with previous year.
- Full Pay Relevant Employees in the April 22 snapshot increased by 49 heads compared with previous year.

MEAN & MEDIAN GPG – BASED ON HOURLY RATE

- The mean GPG has reduced compared with PY. There have been increases in the % of females sitting within higher salary bands, particularly **+19% females in the >75k to 100k salary band** compared to PY which may have contributed.
- The median GPG has increased compared with PY. This is likely due to there still being a **higher % of males in higher salary bands** and losing a female L1 grade since the last snapshot.

BONUS

- **38% (+18% on PY) of staff are currently in the onboarding phase** which typically attracts less bonus / commission however there has still been **an increase in both males and females receiving bonus** compared to PY.
- An **additional 50% of males in Group Support received bonus** compared with PY, and there is currently a much more balanced distribution of those receiving bonus within both sales and group support.
- The **Median Bonus Pay GPG has increased by 8.6%**. This is likely due to the **higher proportion of males in the upper quartiles** and the **increase of males in Group Support receiving bonus**.



OUR GPG ACTION PLAN

In the nine months since I stepped into the role of Head of ED&I, Engagement and Talent we have made great strides in engaging our colleagues around our ambitions to become a more inclusive and equitable business. As we look to the future, it is crucial that we continue to turn that ambition into strategic action.

We will work in collaboration with the board and senior leadership team to ensure that our ED&I strategy, including a timeline for improving our gender pay gap are embedded into the business at all levels. The following initiatives will be employed to achieve this:

- Continue to engage and support colleagues directly through internal networks, like our Limitless programme and mentoring initiative which focus on individual progression and performance.
- Embed a talent mapping programme with a strategic view on addressing the underrepresentation of women and gender non-conforming individuals in managerial and leadership roles.
- Carry out an equal pay audit to reflect that Gattaca's structured salary bands along with performance related pay rises comply with the relevant laws on equal pay and equality.
- Carry out an Equal Bonus Review. Given the current gender imbalance within our leadership community, we recognise that our bonus structure has an impact on our gender pay gap reporting, to address this we will review our bonus structure to ensure it is fair and equal.
- Reviewing our family focused policies, with a particular focus on our large community of working mothers, to ensure working parents and part time workers are treated equitably across the business.

Late last year, we began collecting the data of our people to better understand how we could impact change amongst our community. We will continue to collect this data regularly with a view to authentically reporting on the makeup of our business. The initial data showed us we have a long way to go to achieve our ED&I aspirations, however, taking the first step by collecting the data allows us to use it to frame our future initiatives that will positively impact our current workforce. I look forward to where we can go with the backing of our board and senior leadership team.

Sally Spicer

Head of ED&I, Engagement and Talent
Gattaca PLC

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