

Gender Pay Gap Reports

2019

2018

2017



FOREWORD

Gattaca remains passionate that all staff are treated with dignity and respect. We promote fairness, equality, diversity and inclusion in the workplace.

Our employees are rewarded on the skills that they bring to the business and the value that they deliver.

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

We will continue to work on diversity initiatives to legitimately close our gap in the coming months and years.

This report sets out our figures for the past three years. On behalf of the Management Board, I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Kevin Freeguard
Chief Executive Officer
Gattaca PLC

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TERMINOLOGY

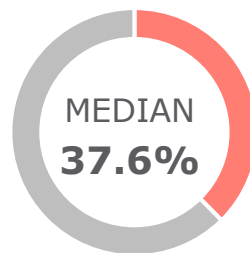
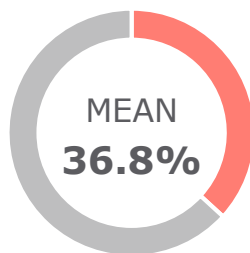
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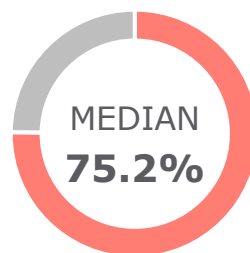
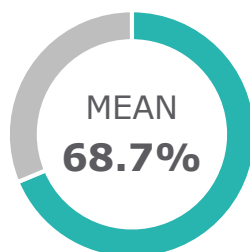
2019 RESULTS

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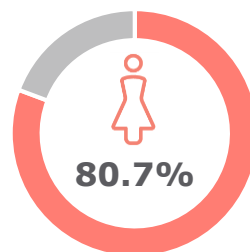
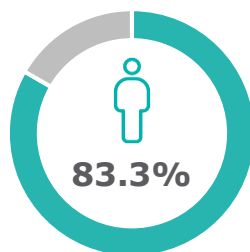
OVERALL GENDER PAY GAP – BASED ON HOURLY RATE



BONUS GENDER PAY GAP

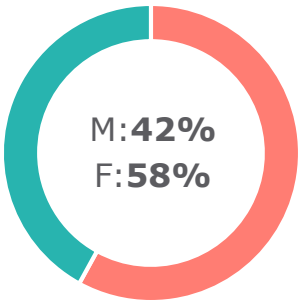


PROPORTION OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS

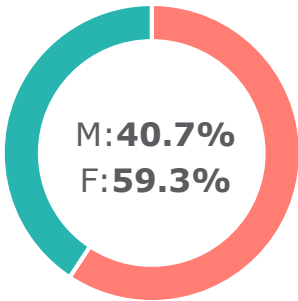


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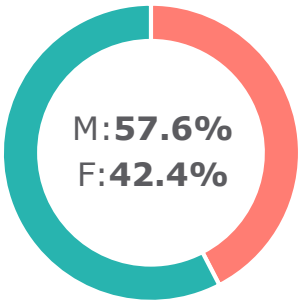
THE PROPORTION OF MALES AND FEMALES IN EACH **QUARTILE PAY BAND**



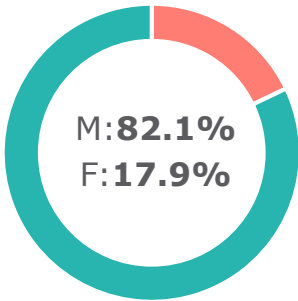
**LOWER
QUARTILE**



**LOWER MIDDLE
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**UPPER MIDDLE
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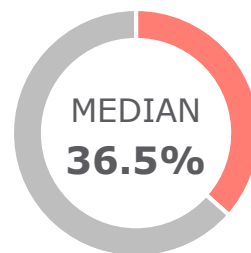
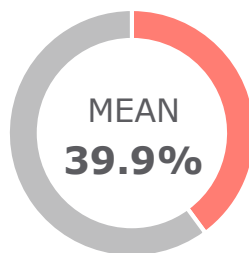
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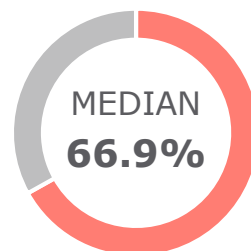
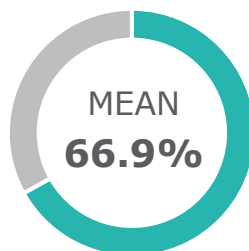
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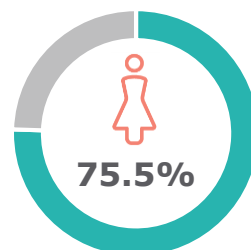
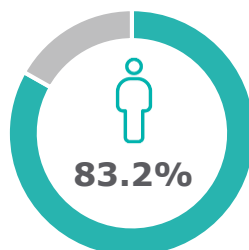
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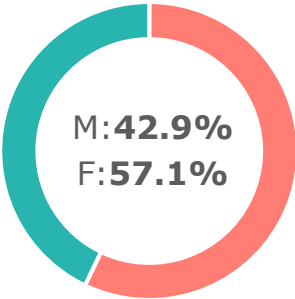


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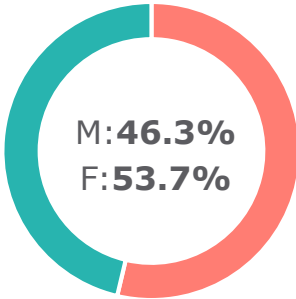


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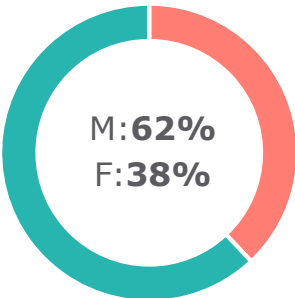
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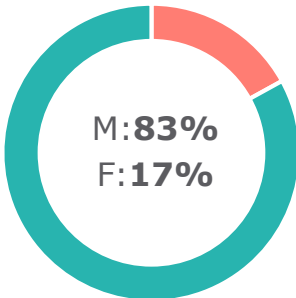
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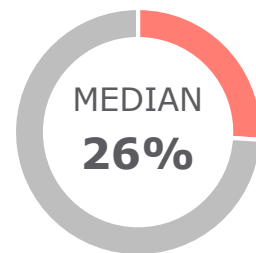
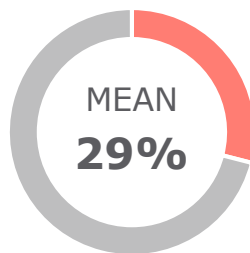
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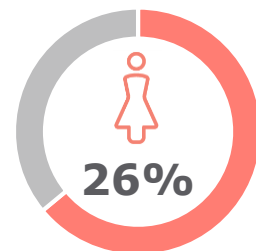
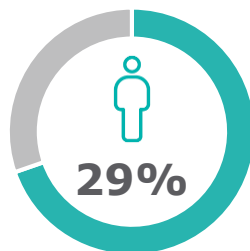
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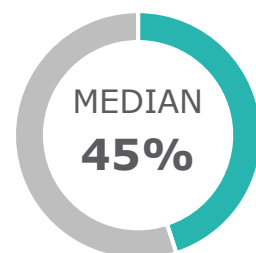
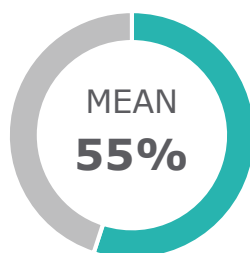
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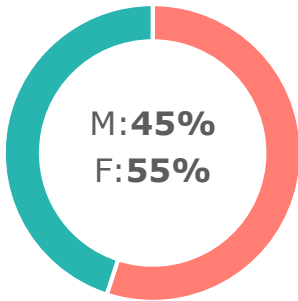


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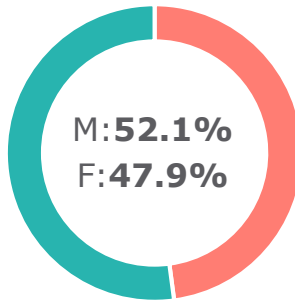


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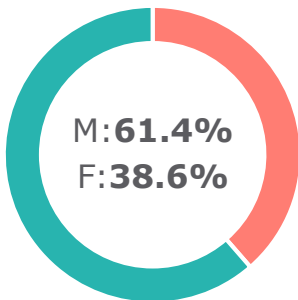
GENDER PAY GAP OF UK GATTACA EMPLOYEES PER QUARTILE



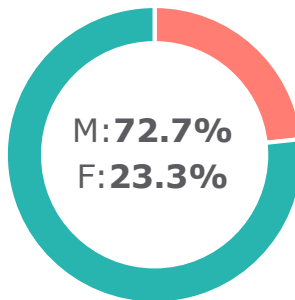
LOWER QUARTILE
1.6% PAY GAP



LOWER MIDDLE QUARTILE
1.1% PAY GAP



UPPER MIDDLE QUARTILE
0.7% PAY GAP



UPPER QUARTILE
16.3% PAY GAP

KEY NOTES:

- Each of the above quartiles contains 140 employees.
- It groups various job roles across both the recruitment and Group Support sides of our business and demonstrates the much smaller gaps we have at these levels.
- The figures in the upper quartile show proportionately fewer females in the highest earning bracket, indicating less gender diversity at leadership level. You'll see in 'Picturing the future' (page 9) that this is a priority area for us to address.
- As the data is focused solely on our employees in the UK, it doesn't take into account our international employees. We are proud to have a number of women in senior leadership roles globally.

“
Increasing gender diversity at leadership level is a priority for us so we will aim to provide more leadership training for senior females in the business
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