

# Gender Pay Gap Reports

2020

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.

Despite the extension placed on reporting due to COVID-19, we have chosen to publish our results on time. We are committed to continuing to monitor and report our gender pay gap at regular intervals so there are no gaps in our longer term narrative.

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.

This report sets out our figures for the past four 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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”



**A NOTE ON 2020  
GENDER PAY GAP  
ANALYSIS**

45% of relevant employees were excluded from hourly rate calculations due to being Furloughed in April 2020.

The gender split of those furloughed was 23% F, 22% M.

**TERMINOLOGY**

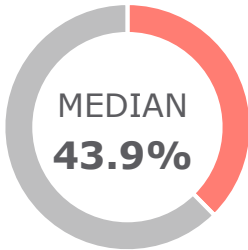
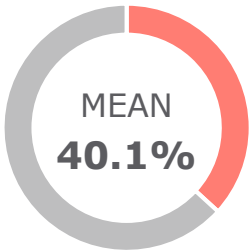
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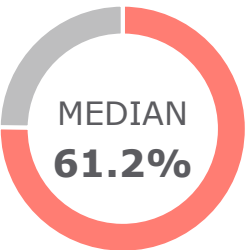
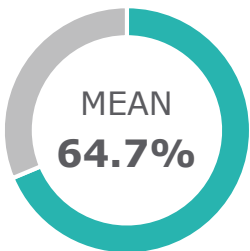
**2020 RESULTS**

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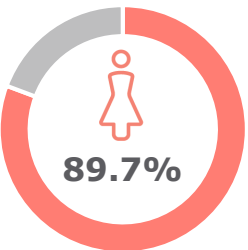
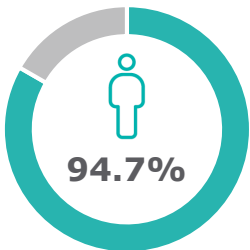
**OVERALL GENDER PAY GAP – BASED ON HOURLY RATE**



**BONUS GENDER PAY GAP**

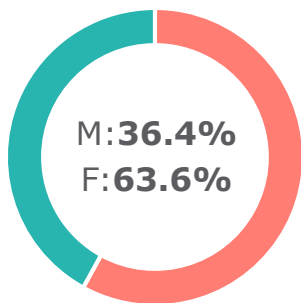


**PROPORTION OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS**

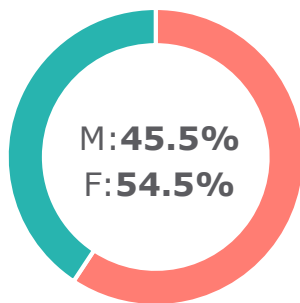


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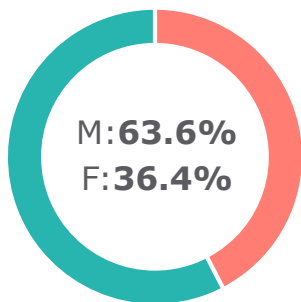
THE PROPORTION OF MALES AND FEMALES IN EACH **QUARTILE PAY BAND**



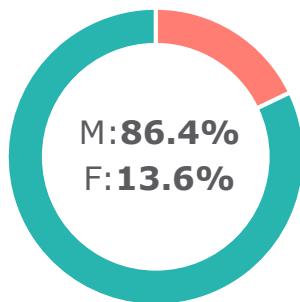
**LOWER  
QUARTILE**



**LOWER MIDDLE  
QUARTILE**



**UPPER MIDDLE  
QUARTILE**



**UPPER  
QUARTILE**



## A NOTE ON GENDER PAY GAP

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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.

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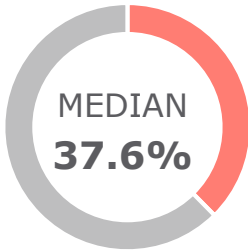
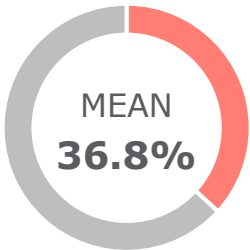
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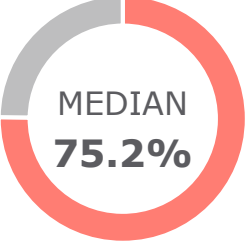
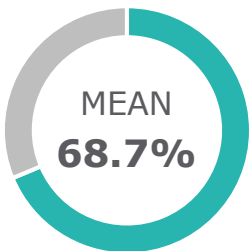
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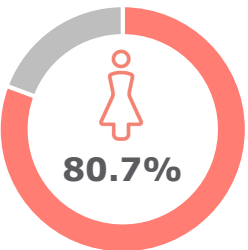
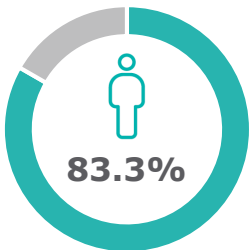
## OVERALL GENDER PAY GAP – BASED ON HOURLY RATE



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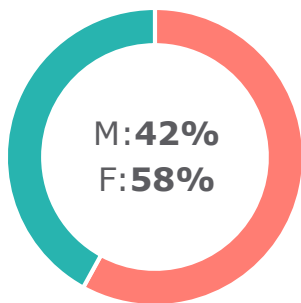


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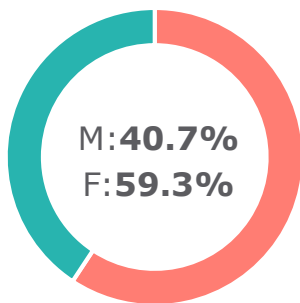


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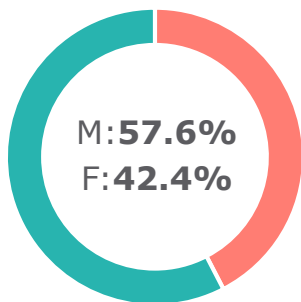
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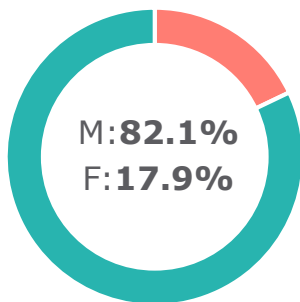
**LOWER  
QUARTILE**



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QUARTILE**



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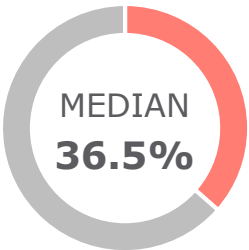
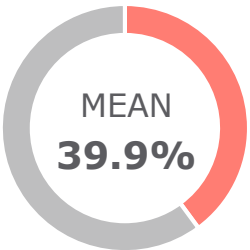
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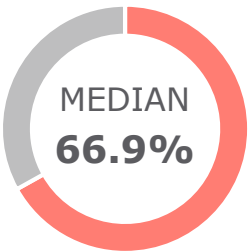
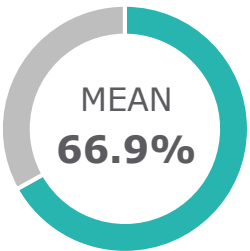
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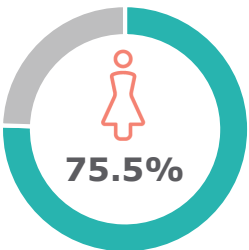
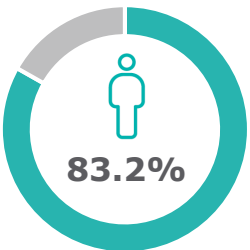
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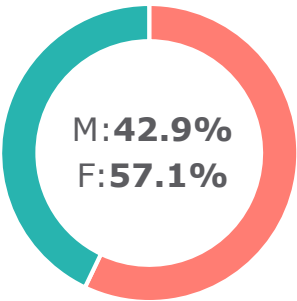


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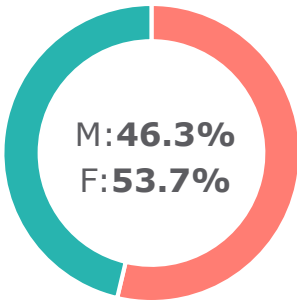


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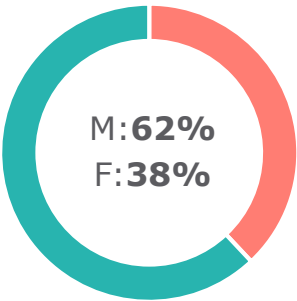
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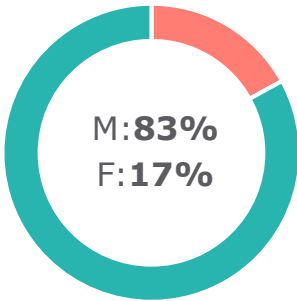
**LOWER  
QUARTILE**



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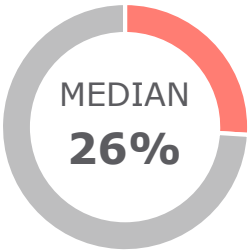
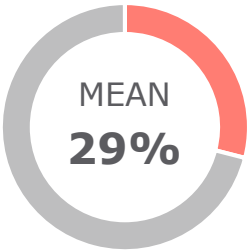
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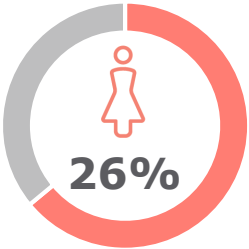
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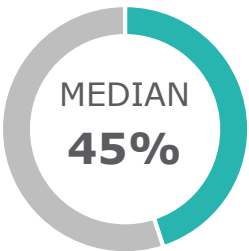
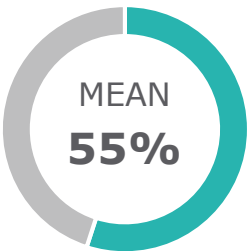
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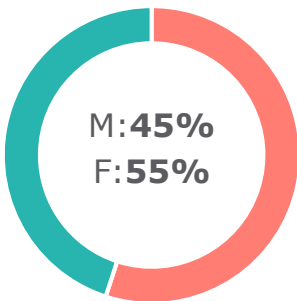


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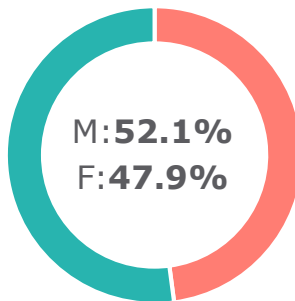


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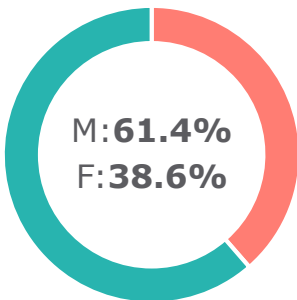
# GENDER PAY GAP OF UK GATTACA EMPLOYEES **PER QUARTILE**



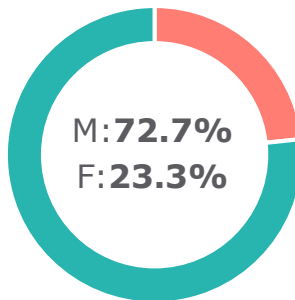
**LOWER  
QUARTILE**  
1.6% PAY GAP



**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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[www.gattacaplc.com](http://www.gattacaplc.com)