



UK Gender Pay Gap Report 2022

This report is With Intelligence UK Ltd's first gender pay gap report, as our UK workforce surpassed the 250 employee threshold for the first time during the review period (Apr 2021 – Apr 2022). As a business we believe in the importance of inclusion and diversity, which is reflected in one of our core values “Be Yourself”, meaning everyone is valued for what they uniquely contribute. We believe having diverse ideas and expertise is a huge plus because multiple perspectives make for richer ideas and better decision making.

Gender Hourly Pay Gap

Based on snapshot date at 5th April 2022 and bonuses / commissions throughout the year.

29.3%

Mean Hourly Pay

Mean hourly pay is 29.3% higher for men than women.

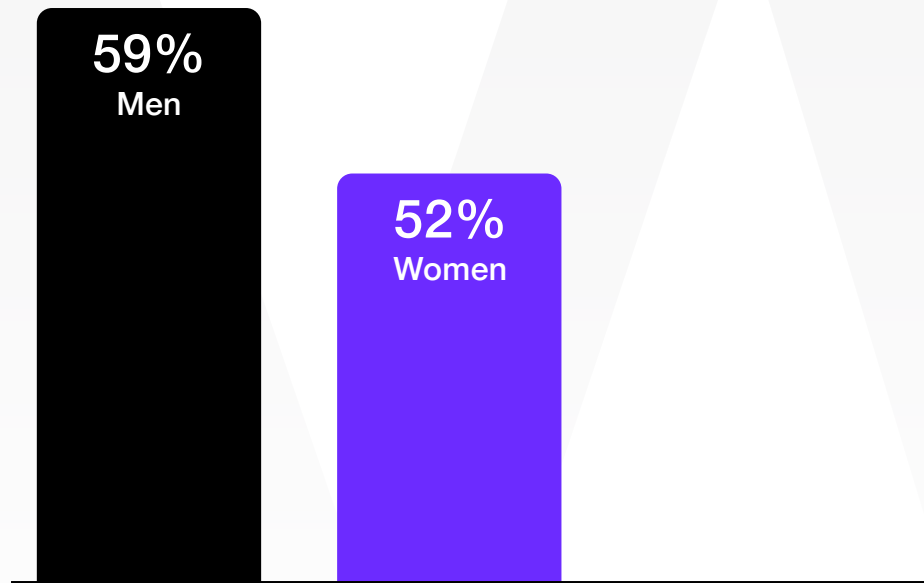
27.2%

Median Hourly Pay

Median hourly pay is 27.2% higher for men than women

Proportion of Women and Men receiving a bonus

During the financial year (Apr 2021 – Apr 2022)



The proportion of men and women receiving bonus payments is fairly similar, showing a 7% difference in favour of men, during the financial year 2021/2022.

Gender Bonus Gap

Based on bonuses received during the financial year (Apr 2021 – Apr 2022)

+59.8%

Mean bonus for men

+68.5%

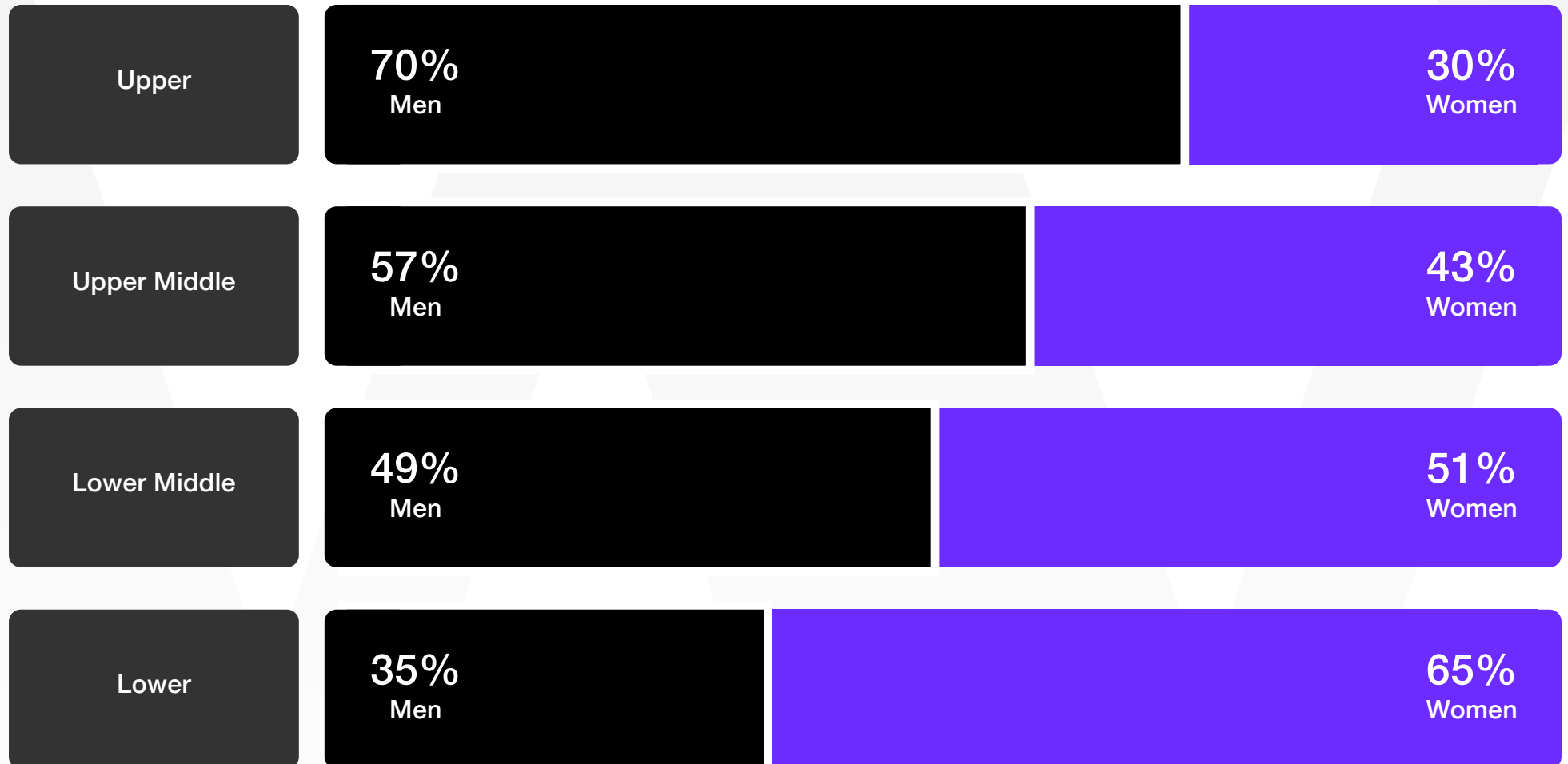
Median bonus for men

The Mean bonus for men is 59.8% higher than for women and the Median bonus pay for men is 68.5% higher than for women

Proportion of Women and Men by Quartile

Based on snapshot date at 5th April 2022

In the upper quartile we have a higher male representation, progressively decreasing with every next quartile, with a pretty even distribution at the lower middle quartile and then a higher female representation in the lower quartile.



During the review period, we did not have female representation at the Board level, but we had 45.45% female representation at the Executive Committee level.

Commentary

Overall, our first ever published results are disappointing and we need to learn from our data to improve our gender pay position. Our UK population is spread across three locations (London, Cardiff and Bournemouth) which each attract different compensation levels. Our overall mean gender bonus pay gap is alarming at 59.8% but in Cardiff it is 15% - the principal difference is derived from the London office where our Sales department and senior leadership teams are based. Historically, we have not differentiated between bonus and commission payments either.

As a business that has grown rapidly in recent years through multiple acquisitions we need to start to focus more on a period of consolidation and internal gazing. We are working on our organisational structure framework and compensation review practices to better enable us to monitor and manage pay disparity issues.

Leveraging our With Women network, we also need to focus on improving senior female representation by identifying key talent for potential succession and ensuring diverse shortlisting when senior vacancies arise.

We confirm the data reported above is accurate.

Trudy Julyan

Chief People Officer