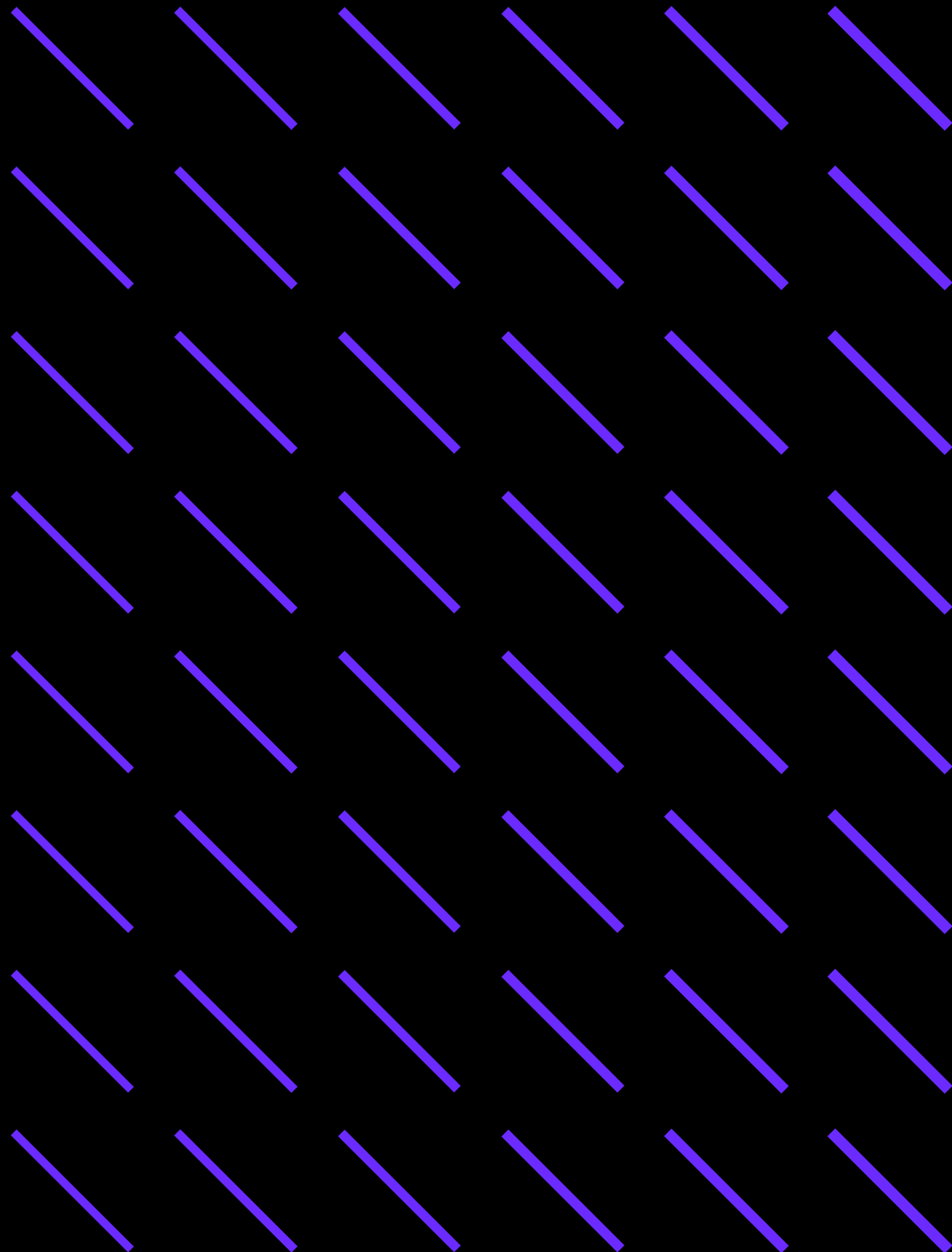




UK Gender Pay Gap Report 2024



Introduction

With Intelligence continues to seek improvements in 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.

Consequently, it is fantastic to see the Mean Gender Hourly Pay Gap has significantly reduced in this year’s report. Note that the data in this report reflects the snapshot date of 5th April 2024 and looks back to April 2023 for the bonus data.

Gender Hourly Pay Gap:

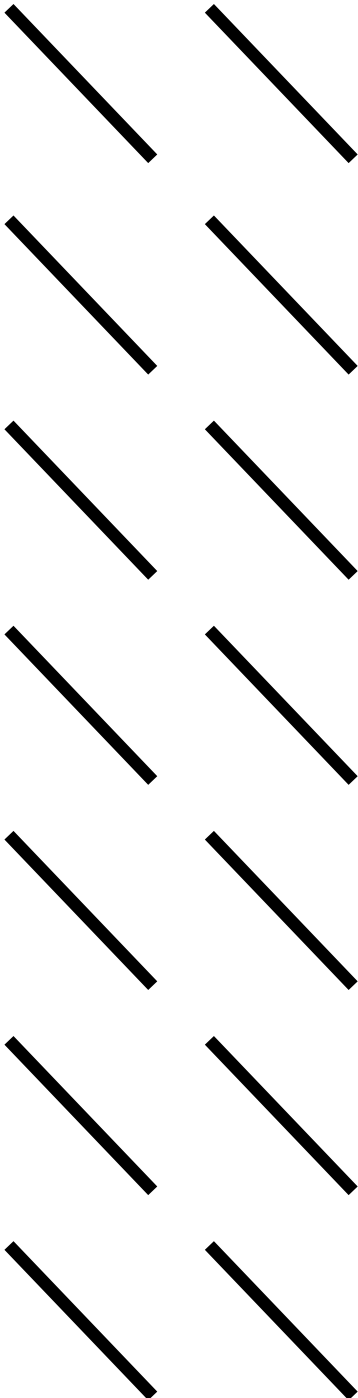
Based on a snapshot date at 5th April 2024 and bonuses / commissions throughout the year.



hourly pay is 1.4% higher for men than women.

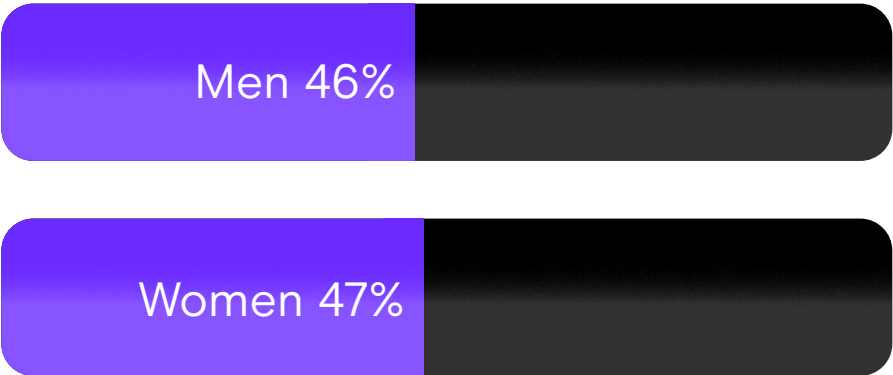


hourly pay is 17.2% higher for men than women.



Proportion of Women and Men receiving a bonus

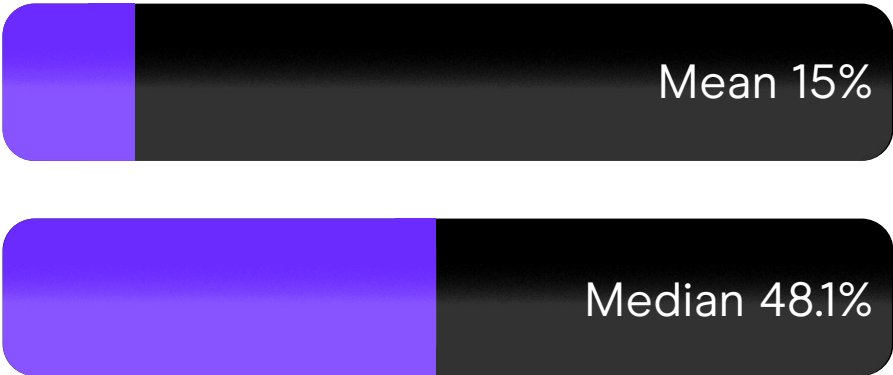
During the financial year (Apr 2023 – Apr 2024):



The proportion of men and women receiving bonus payments shows a 1% difference in favour of women, during the financial year 2023/2024.

Gender Bonus Gap

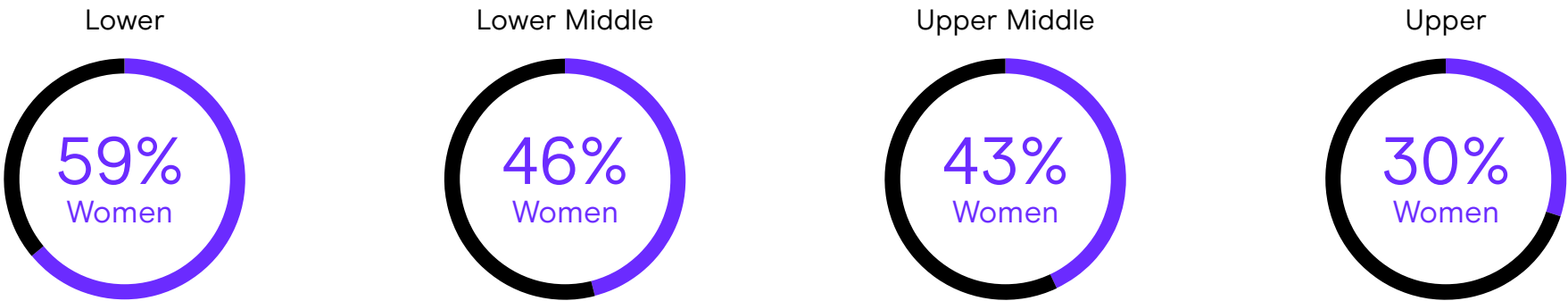
During the financial year (Apr 2023 – Apr 2024):



The Mean bonus for men is 15% higher than for women and the Median bonus pay for men is 48% higher than for women..

Proportion of Women and Men by Quartile

based on snapshot date at 5th April 2024



In the upper quartile we have higher male representation, progressively decreasing with every next quartile, with a pretty even distribution at the middle quartiles and a higher female representation in the lower quartile. During the review period we did not have female representation at Board level, and female representation on the Executive Committee was at 22%.

Commentary

Since last reporting our UK gender pay gap, With Intelligence has reduced the Mean hourly rate gap significantly to a negligible rate of 1.4%, although the Median hourly rate has increased slightly by 3%. It is wonderful to note that our efforts to address the UK gender pay gap over the last 3 years has seen strong continuous improvement from our starting point of a mean hourly pay gap of 29.3% in 2022 to now just 1.4% in 2024. Similarly, the median hourly pay gap has reduced significantly over the years from our starting point of 27.2% in 2022 to a rate of 17% in 2024.

The 2024 data regarding the proportion of men and women receiving bonus payments shows an almost equal split between men and women, with a 1% difference in favour of women for the first time.

The mean and median bonus pay gap has also improved significantly to 15% and 38% respectively. This is great progress from the extremes we've previously seen over the years of 61.5% and 100% respectively. This is due to more females across our divisions (outside of sales) receiving higher bonuses.

The gender pay gap reporting requires that commission is included in the bonus figures, and commissions continue to play a part in the apparent disparity in levels of bonus paid to men and women in Company; but it's great to see the positive shift in the data. However, once the commission payments are excluded, the mean bonus gap falls significantly to -73% (i.e. strongly in favour of women) and the Median is 10.9%.

The spread of our UK population across three locations (London, Cardiff and Bournemouth) also plays a part in the

data as each location attracts different compensation levels and houses a concentration of different role types with different pay levels. For example, the gender bonus pay gap levels in our Cardiff and Bournemouth offices (where the proportion of men and women are more evenly spread) are either notably lower than in London (where the Sales department and senior leadership teams are based) and/or very much in favour of women.

The number of women in the top two quartiles has decreased slightly in the last year and is now 30% and 43% respectively; while increasing slightly in the lower middle quartile to 46% and decreasing to 59% in the lower quartile. This now reflects a fairly good balance overall, except for in the upper quartile. During the period 47% of our new hires were women and almost half of all internal promotions were women, however, 58% of leavers were women too. It's reassuring that despite the decrease in the upper quartiles the gender pay and bonus gaps have both improved significantly.

There is a lot to celebrate in this year's report as we've made great strides in improving our UK gender pay gap levels. However, there is always room for improvement, in particular in balancing out the proportion of men and women in our upper quartile. We will continue to work with our staff network, With Women, to help support staff at With Intelligence.

We confirm the data reported above is accurate.

Trudy Julian, Chief HR Officer



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