



2022 Gender Pay Gap Report.

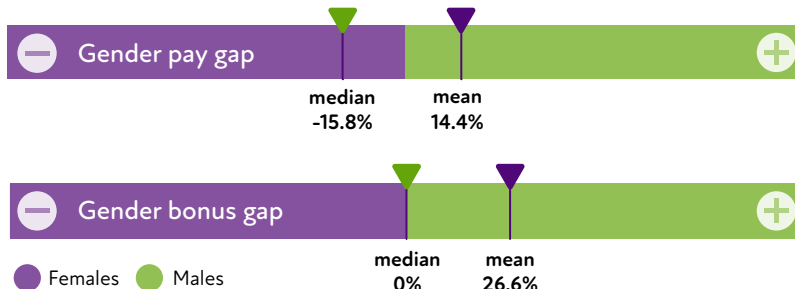
What is gender pay reporting?

The gender pay gap measures the difference between the average pay of all males and females in a company. From April 2018, any company with more than 250 employees is required to publish their gender pay information.

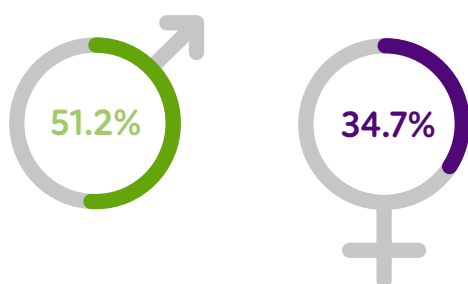
Often the gender pay gap is confused with unequal pay. Unequal pay is when one gender is paid less than the other for the same work, unlike the gender pay gap, which measures the difference in earnings at the company level, which is calculated by comparing the pay of employees on a case by case basis.

What is the gender pay gap at Sciensus?

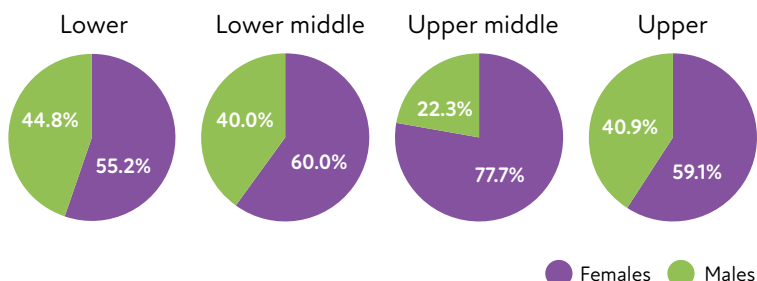
Difference between males and females



The proportion of employees in Sciensus receiving a bonus is:



Proportion of males and females per earnings quartile:



Supporting Information

As our workforce is **63%** female, this means that a small number of high paid males skew the males mean average pay. The same number of females on that rate would not be enough to proportionally adjust the gap downwards.

The median average removes the distortion of very large or very small pay rate and bonuses and shows a typical situation.

A higher proportion of our female workforce work in part time roles (**24%** compared to **7.5%** of males). While this bears no impact on women's hourly basic pay, this may impact other elements of the gender pay calculation and potentially aspiration for progression.

Just over **40%** of females are eligible for a company car or car allowance, compared with less than **20%** of males, however, where eligible, **60%** of eligible females choose a company car, compared with **46%** of males. Car allowance is included in the gender pay calculation, however company car value is not.

What is Sciensus doing to address its gender pay gap?

Sciensus continues to support all colleagues in their development and maintains a fair and equitable approach to pay and benefits, regardless of gender.

All leaders across the organisation are being taken through our bespoke leadership development programme to enhance our capability across their line manager portfolio and further their own careers and those of their teams. This will provide equal opportunity for all to progress their careers.

With the launch of our Job Families platform, every colleague has equal opportunity to identify a career path and access relevant training to support their career aspirations. We will continue our improvement in the following areas:

1. We continue to offer internal applicants opportunities to progress their careers with internal recruitment campaigns
2. We continually increase the capability of all employees, aligned to our Job Families framework, enabling opportunities for all
3. We are enabling increased flexible working opportunities to enhance career development
4. We are inviting EY to undertake the National Equality Standards Assessment which will help us to identify and make positive changes in line with our ED&I aspirations

Statement

I confirm that the information and data provided is accurate and in line with mandatory requirements:

Jackie Reeves
Human Resources Director

