

## **Gender Pay Gap Reporting**

As an employer with over 250 employees we are required to publish our Gender Pay Gap.

This is the fourth time we have reported this information and it is based on data as at **April 2020**.

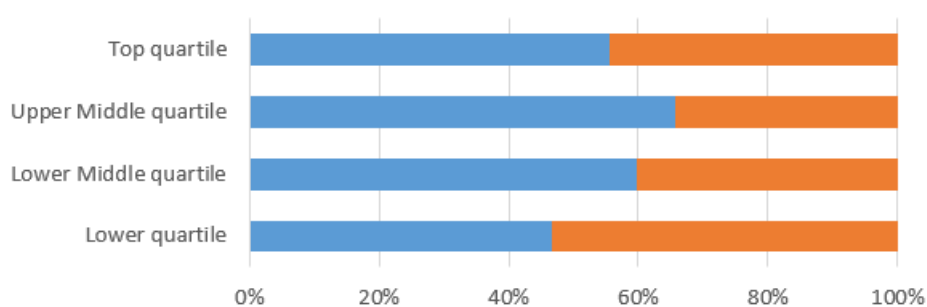
I can confirm that I believe the calculations are an accurate representation of that data.

What the figures show are:

- At Integrate, women earn **£1 for every £1** that men earn when comparing median hourly wages. This is the same as last year.
- When comparing mean hourly wages, women's mean hourly wage is **1.8% lower** than men's. This is a change from last year when the women's mean hourly rate was 4.4% lower than men's.
- No bonuses were paid.

The reason for the gap is shown in the table below:

**Proportion of women in each pay quartile**



	Lower quartile	Lower Middle quartile	Upper Middle quartile	Top quartile
Women	46.6%	59.7%	65.8%	55.6%
Men	53.4%	40.3%	34.2%	44.4%

The primary reason for the improvement is that for every quartile above the average the %'age of women represented increased and for every quartile below the average the %'age of women represented decreased.

The 2020 the Median gap of Zero% was maintained from 2019.

We will continue to work on removing the Gender Pay Gap on the mean measure and I will keep you informed on progress later in the year.

Andy Guthrie

Corporate Services Director

1 October 2021