

Gender Pay Gap Reporting

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

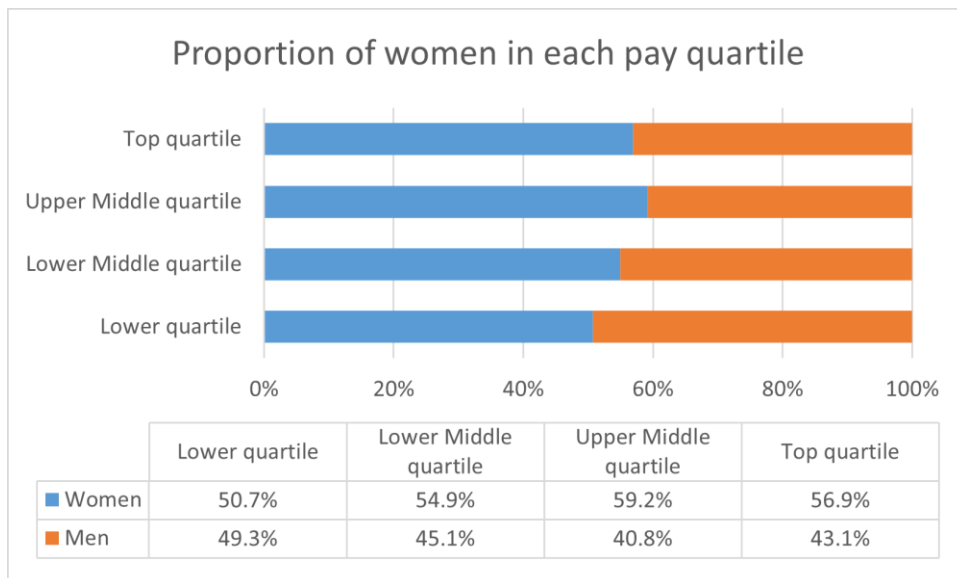
This time this information is based on data as at **April 2022**.

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 **3.2% lower** than men's. This is a small improvement from last year when the women's mean hourly rate was 4.2% lower than men's.
- No bonuses were paid.

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



We are pleased to note that for 2022 the Median gap of zero% was maintained from 2021, and 2020, this means that the middle ranking employee for both men and women were paid the same hourly rate.

However, the mean gender pay gap has improved to 3.2% from 4.2% last year. This was the consequence of several factors:

- The proportion of women has dropped from 57.9% (2021) to 55.4% a drop of 2.5 percentage points.
- Within the quartiles the largest drop is in the lower quartile, where the drop was 6.2 percentage points.
- Consequently, because the largest reduction is in the lowest pay quartile, this reduces the gender pay gap for women in the mean calculation but does not eliminate it.

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.