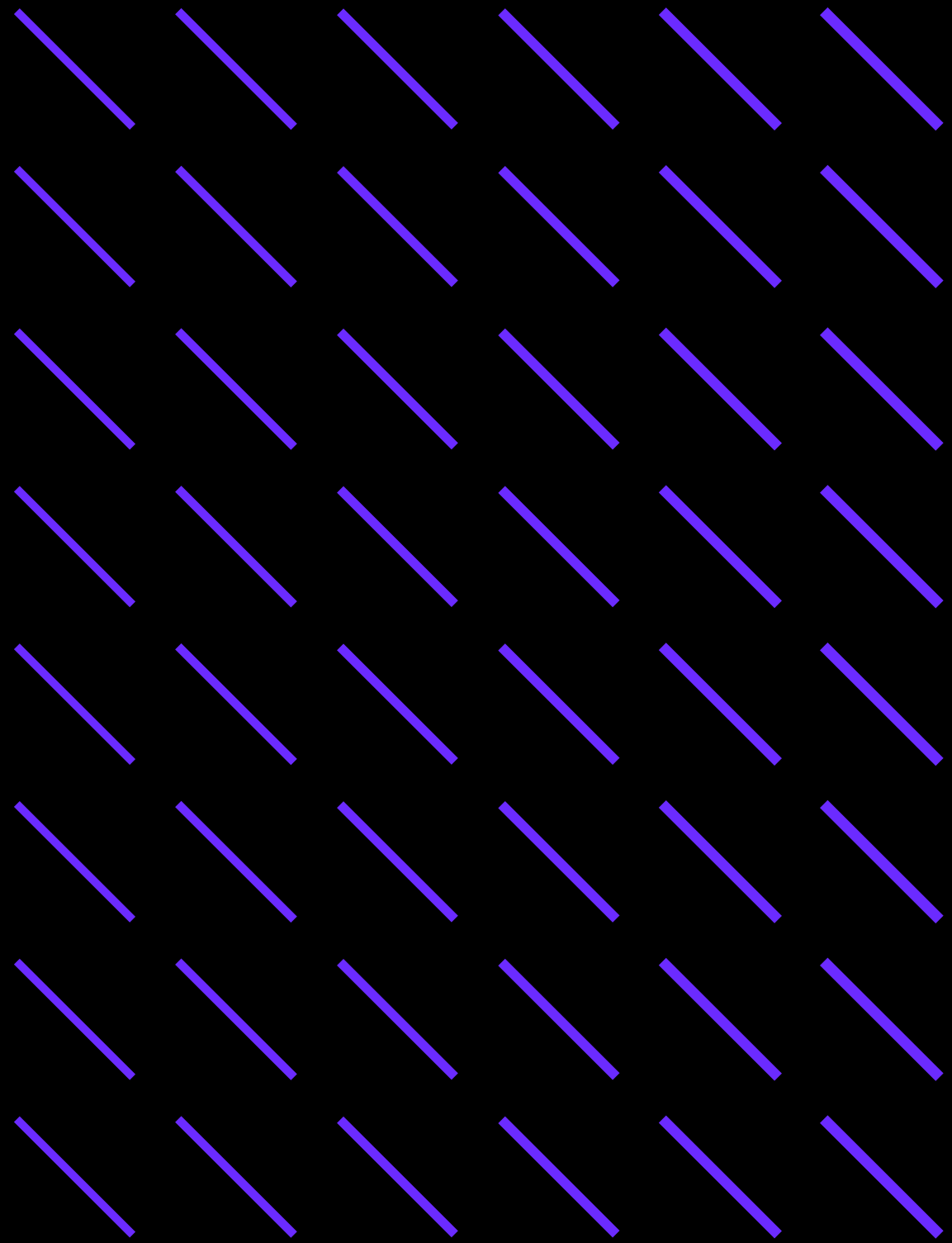


with.
Intelligence

**UK Gender Pay
Gap Report
2023**

withintelligence.com



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, in our second UK gender pay gap report, it’s pleasing to see some positive movement in the data. The data reflects the snapshot date of 5th April 2023 and looks back to April 2022 for the bonus data.

Gender Hourly Pay Gap:

Based on a snapshot date at 5th April 2023 and bonuses / commissions throughout the year.

18.9%

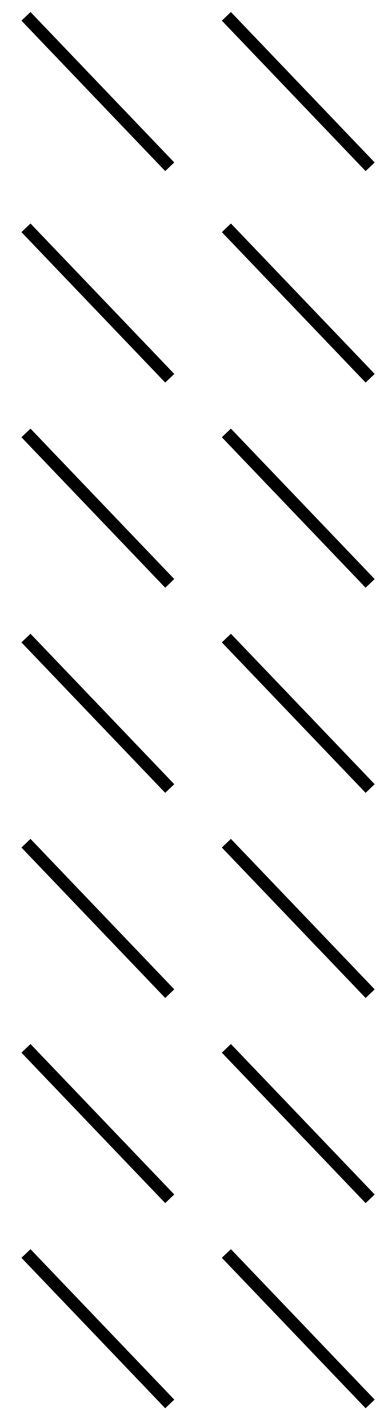
Mean
hourly pay

Mean hourly pay is 18.9% higher for men than women.

14.0%

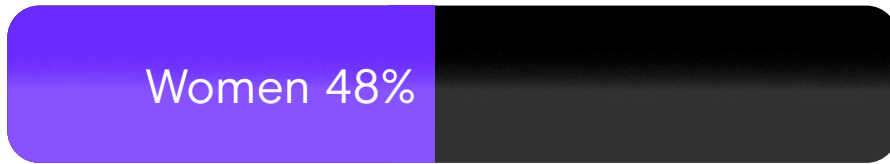
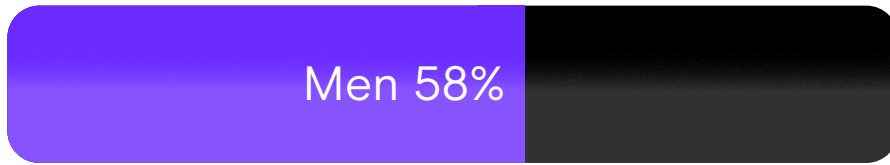
Median
hourly pay

Median hourly pay is 14% higher for men than women.



Proportion of Women and Men receiving a bonus

During the financial year (Apr 2022 – Apr 2023):



The proportion of men and women receiving bonus payments shows a 10% difference in favour of men, during the financial year 2022/2023.

Gender Bonus Gap

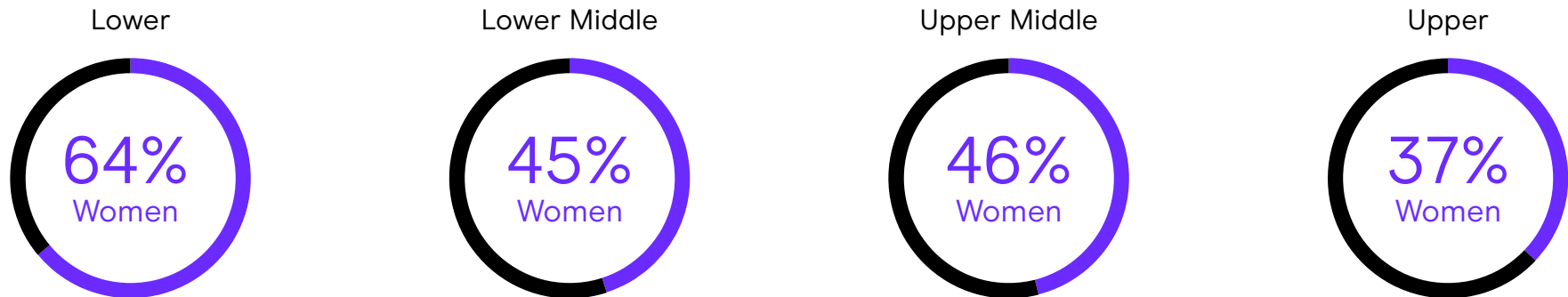
During the financial year (Apr 2022 – Apr 2023):



The Mean bonus for men is 61.5% higher than for women and the Median bonus pay for men is 100% higher than for women.

Proportion of Women and Men by Quartile

Based on snapshot date at 5th April 2023



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 add female representation at Board level, although the Executive Committee level female representation dipped slightly to 36.36%

Commentary

Since last reporting our UK gender pay gap, With Intelligence has reduced the Mean hourly rate gap by 10% and the Median hourly rate gap by 13%.

The data regarding the proportion of men and women receiving bonus payments shows a slight decline in women who received a bonus during the year 2022/2023. The difference in favour of men has increased from 7% in 2022 to 10% in 2023.

Commission continues to play a part in the apparent disparity in levels of bonus paid to men and women in the Company. The gender pay gap reporting requires that commission is included in the bonus figures, creating a mean gender bonus gap of 61.5%, which is a slight increase (1.7%) on the previous year. The Median bonus pay for men is 100% higher than for women, which is a significant increase on last year of 31.5%. With our Sales team being predominantly male, and Sales bonuses accounting for 45% of all bonuses, the commission figures create some disparity. However, once the commission payments are excluded, the mean bonus gap falls to 58.1% and the Median is 0% as the proportion of male and females receiving bonuses is more similar. Globally some of our highest paid Salespeople are women but are not captured in the UK specific data. Furthermore, other departments such as Finance & Support saw only women receiving bonus payments. Nonetheless, it

was disappointing to see the worsening of the UK gender bonus pay gap data since the last report, which is something we need to work on.

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 Cardiff are a lot lower than in London where the Sales department and senior leadership teams are based.

The number of women in the top two quartiles has increased in the last year and is now 37% and 46% respectively; and decreased in the lower two quartiles to 45% and 64% respectively. This shows a slight rebalancing overall, partly due to 55% of our new hires in the period being women and almost half of all internal promotions in the period being women.

We recognise that we still need to make progress in closing the gender pay gap, working on areas identified for improvement. 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 Julyan, Chief HR Officer



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