

Gender Pay Gap Results 2024

Motia.





The Gender Pay Gap remains a significant issue in workplaces worldwide, reflecting broader societal inequalities that persist despite advances in gender equality.

By continually assessing pay disparities, we seek to understand the root causes, identify areas for improvement, and implement strategies that ensure fair compensation for all employees, regardless of gender.

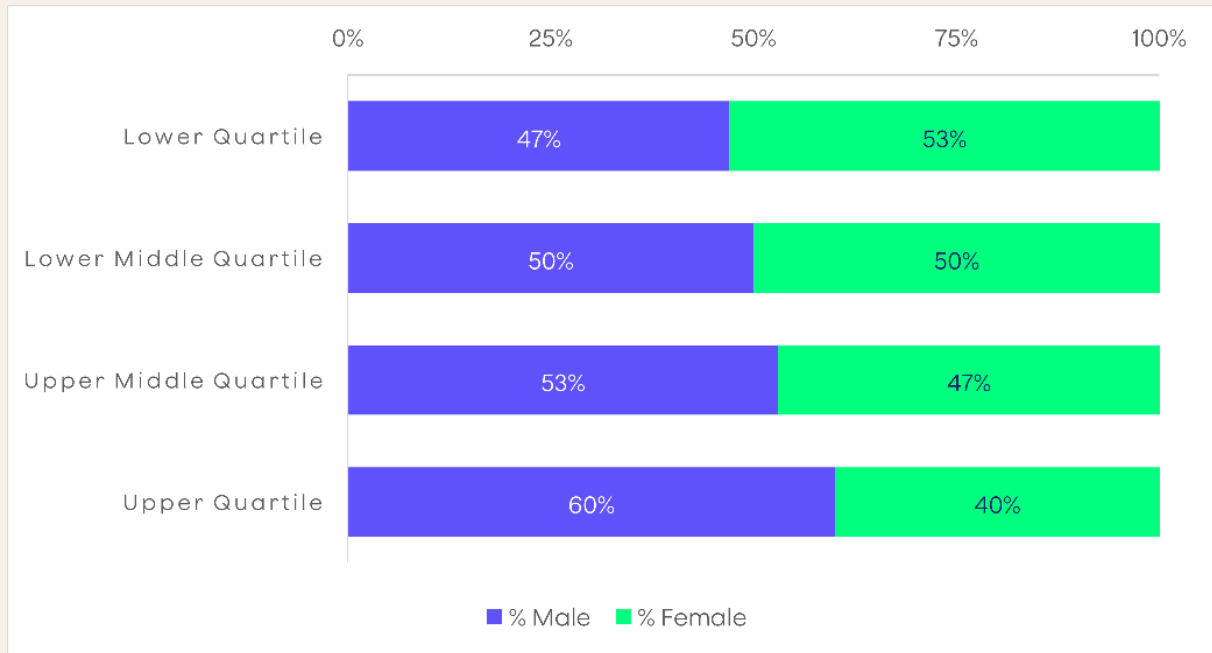
This document will detail the Company's pay gap results within our workforce. We will use this data to examine trends over time, compare our performance to industry standards, and outline the steps we are taking to close the gap. **Our goal is to create a transparent process** that not only highlights where we stand today but also holds us accountable for actions that we commit to deliver as well as improvements we look to make going forward.

Closing the Gender Pay Gap is not only a matter of fairness but also one of organizational effectiveness. **Diverse, inclusive teams** are proven to drive innovation, improve decision-making, and contribute to a more positive workplace culture.

As we move forward, we remain dedicated to ensuring that our compensation practices reflect the value and contributions of all our employees, irrespective of gender.

Our Results

A summary of our results for 2024 are shown below:



Difference between Men and Women	Mean (Average)	Median (Middle)
Ordinary hourly pay	4.14%	6.34%
Bonus Pay	2.87%	16.63%

74% of women received a bonus or commission compared to 85% of men

What It Means

Gender pay gap remains broadly consistent year on year however the rest of the nation are continuing to make headway, so we need to remain cognisant and vigilant when recruiting and reviewing staff roles. The expectation, based on the recruitment pipeline, is that the mean gap will continue to grow as we recruit more senior male staff, so it will become increasingly important to ensure equity across more junior roles to maintain balance on a median basis.

Over the longer term (2017 to date), we've seen a 50:50 male to women head-count split, almost a nil gap in hourly pay and a negative gap on both the population receiving bonus (3%) and actual bonus paid (2%). All of the above elements suggest we're doing a good job of staying balanced and should give us confidence we can remain equitable despite year-on-year fluctuations, as long as we remain focussed on the key principles already established and deliver on our commitments.

What We've Done and We'll Be Doing

- Over the last 12 months we've observed a modest decline in the representation of women on our Senior Leadership Team ('SLT'), down by 13%, but we remain committed to recruiting and advancing talent from diverse backgrounds, with a particular focus on addressing underrepresentation in both male and female dominated fields.
- We continue to support our colleagues through our family friendly policies with 27% of our workforce now working remotely or on a hybrid pattern.
- We'll continue to elevate employee voice and encourage and facilitate diverse groups of people to actively take part in shaping our business. Whether that's through our engagement planning committee, wellbeing team, or collaboration groups.
- In our 2024 engagement survey we saw an impressive 95% participation from colleagues and engagement levels increased to 88%. Our newly appointed engagement rep is actively collaborating across the business to amplify employee voice, and we've sought input from our colleagues in redefining our brand and core values.
- We're working towards implementing a transparent grade structure to promote greater pay parity across the organisation.

Our Commitments.

- 1.** We'll adopt recruitment and selection strategies to target diverse pools, through social media, and actively seek out talent from male-dominated and female-dominated fields. We'll also remove gender-identifying information from applications to reduce unconscious bias.
- 2.** To address any career progression barriers, we'll continue to promote internally, offer leadership development, and continue to embed agile working practices where practical across the business.
- 3.** Our reward structures will align with roles and responsibilities, and we'll be standardising our total pay structure to ensure equity.