



percepta™

Gender Pay Gap Analysis
— 2021 —

What is Gender Pay Gap Reporting?

Why Gender Pay Gap Reporting?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 means that since April 2017, organisations with over 250 employees must report annually.

- The difference in the **Mean** and **Median** Pay of Male and Female employees - *The Gender Pay Gap*
- The difference in the **Mean** and **Median** Bonus Pay of Male and Female employees - *The Gender Bonus Pay Gap*
- The proportion of Male and Female employees who receive a Bonus
- The percentage of Male and Female employees in each **Pay Quartile**

This is the first year that Percepta UK Ltd has been required to report on Gender Pay Gap.

Legally, men and women must receive equal pay for:

- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme, or
- Work of equal value

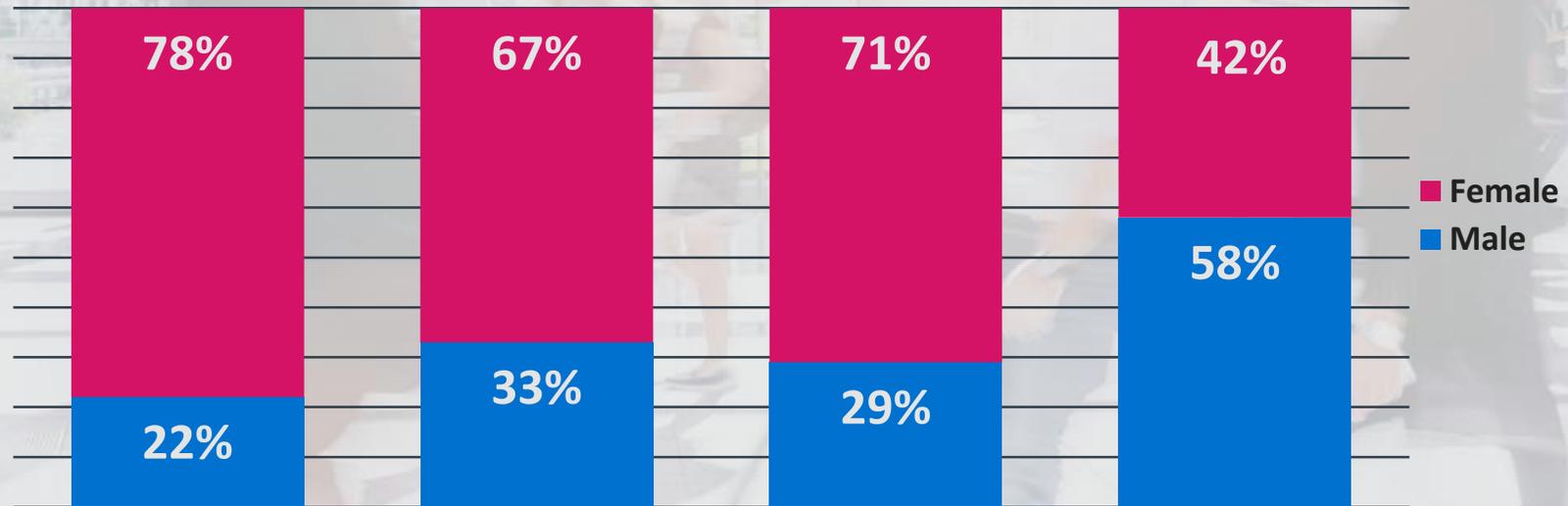
Gender Pay Gap reporting seeks to explain the difference in the pay of male and female employees, according to a series of measures as defined by UK Government that is taken on a 'snapshot date' each year. The snapshot date for this report is 5th April 2021.

Pay Quartiles Split By Gender

What is a Pay Quartile?

This is where we organise all our employees from lowest to highest paid, then split into four equal groups (quartiles), and state the percentage of men and women in each group.

Key
Male Female



The Difference in Mean and Median Pay

Males Vs Female Employees



What is Mean Pay?

We add together the hourly pay for all male employees, then divide by the number of male employees.

$$\frac{\text{♂} + \text{♂} + \text{♂}}{\text{No. of Male Employees}} =$$

Mean Male Hourly Pay

We do the same for all female employees and then compare the average (or mean) hourly pay.*

$$\frac{\text{♀} + \text{♀} + \text{♀}}{\text{No. of Female Employees}} =$$

Mean Female Hourly Pay

Mean Gender Pay Gap

17.84%

What is Median Pay?

We rank all male employees in order of their hourly pay. We do the same for all female employees, and then compare the pay of the “middle female” and the “middle male”.*

Lowest Hourly Pay



Highest Hourly Pay

Median Gender Pay Gap

16.42%

*The same principles apply in calculating the mean and median bonus pay gap

Key



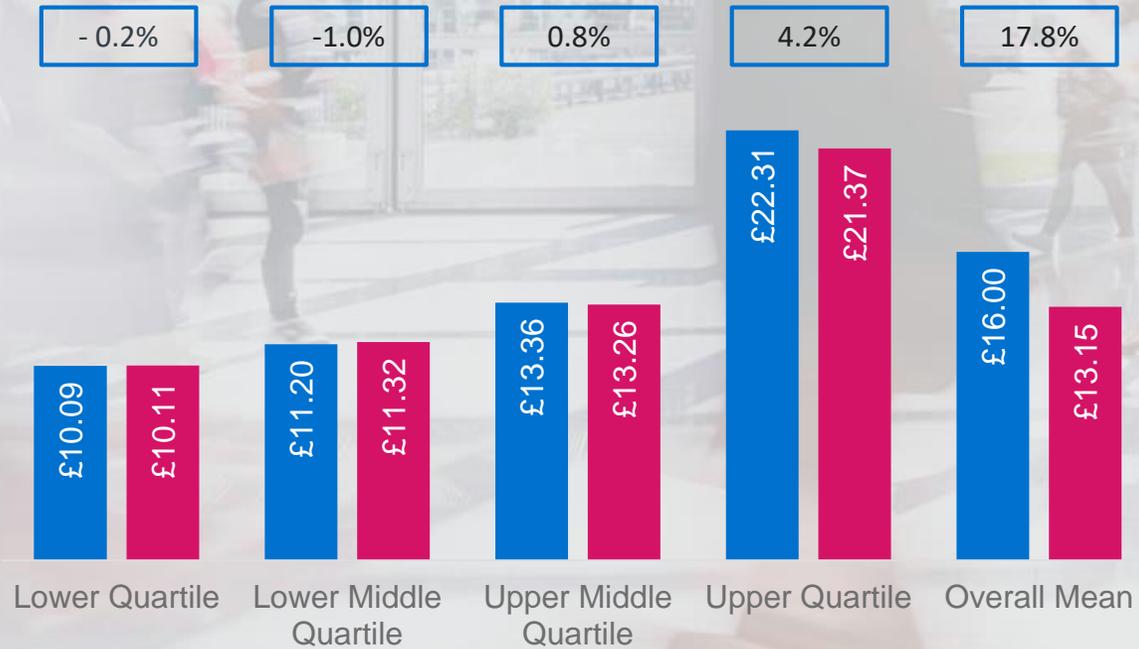
Mean and Median Hourly Pay

Males Vs Female Employees



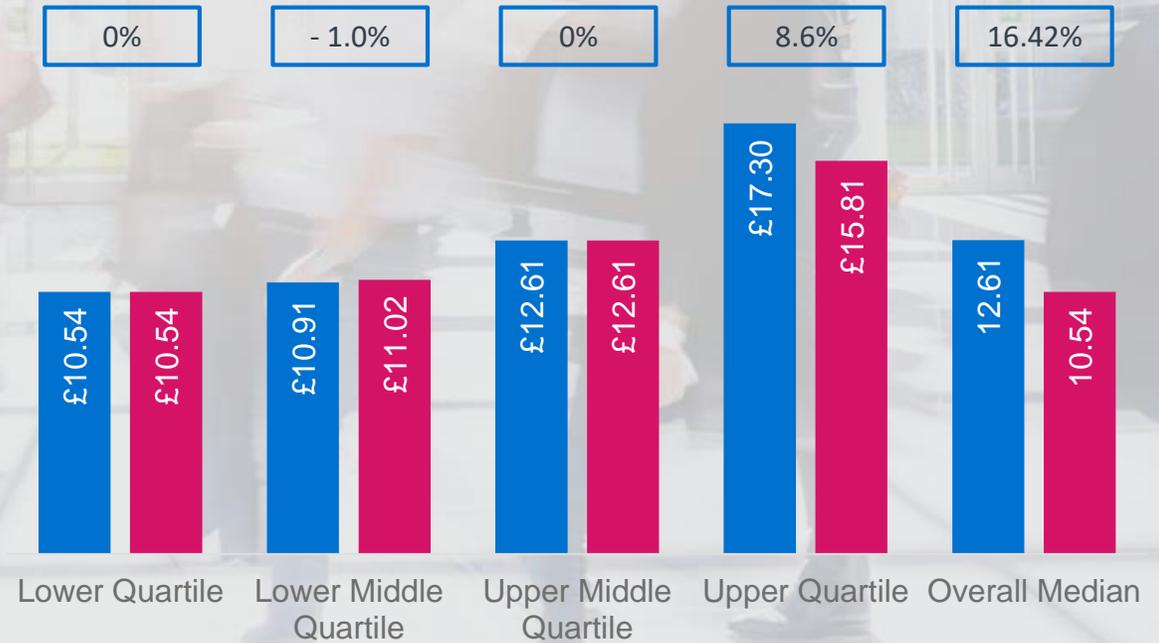
Mean Pay by Quartile

Our mean hourly pay by quartile shows that for the lower and lower middle quartiles, female employees are paid more than male employees. For the upper middle quartile and upper quartile we have a Gender Pay Gap.



Median Pay by Quartile

Our median hourly pay by quartile shows that for the lower and upper middle quartiles we have no Gender Pay Gap, in the lower middle quartiles, female employees are paid more than male employees and for the upper quartile we have a Gender Pay Gap.



Male Female

Percentage of Employees Receiving a Bonus

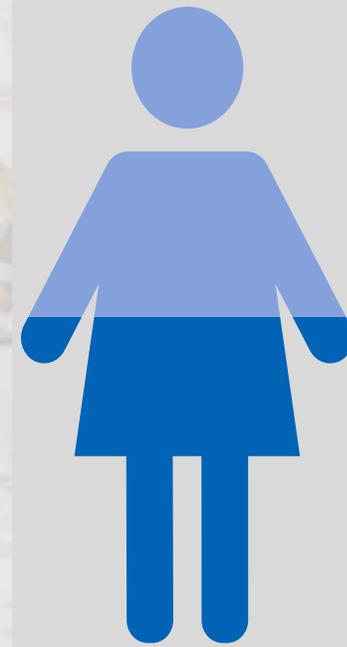
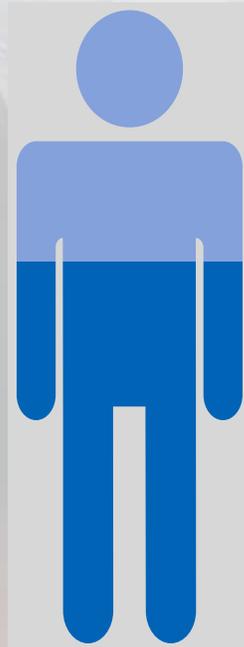
Males Vs Female Employees



This is the percentage of relevant employees in 2021 who received a bonus in the 12 months up to 5 April 2021, split by Gender

60.19%

Proportion of Male employees receiving a bonus



51.06%

Proportion of Female employees receiving a bonus

This split is due to more men being in our senior management and sales roles, which are eligible for commission and higher performance related bonuses due to their seniority. However, we have already reviewed our bonus structure during 2021 and will continue to do so.

The Difference in Mean and Median Bonus

Males Vs Female Employees

What is Mean Bonus Pay?

This is where we add together the bonus pay for all male employees, then divide by the number of male employees.

$$\frac{\text{♂} + \text{♂} + \text{♂}}{\text{No. of Male Employees}} =$$

Mean Male Bonus Pay

We do the same for all female employees and then compare the average (or mean) bonus pay.*

$$\frac{\text{♀} + \text{♀} + \text{♀}}{\text{No. of Female Employees}} =$$

Mean Female Bonus Pay

73.29%

Mean Gender Bonus Pay Gap - Percentage

£1,585.17

Mean Gender Bonus Pay Gap – Monetary Value

What is Median Bonus Pay?

We rank all male employees in order of their hourly pay. We do the same for all female employees, and then compare the bonus pay of the “middle female” and the “middle male”.*

Lowest Hourly Pay



Highest Hourly Pay

68.90%

Median Gender Bonus Pay Gap - Percentage

£1,255.10

Median Gender Bonus Pay Gap – Monetary Value

*The same principles apply in calculating the mean and median bonus pay gap

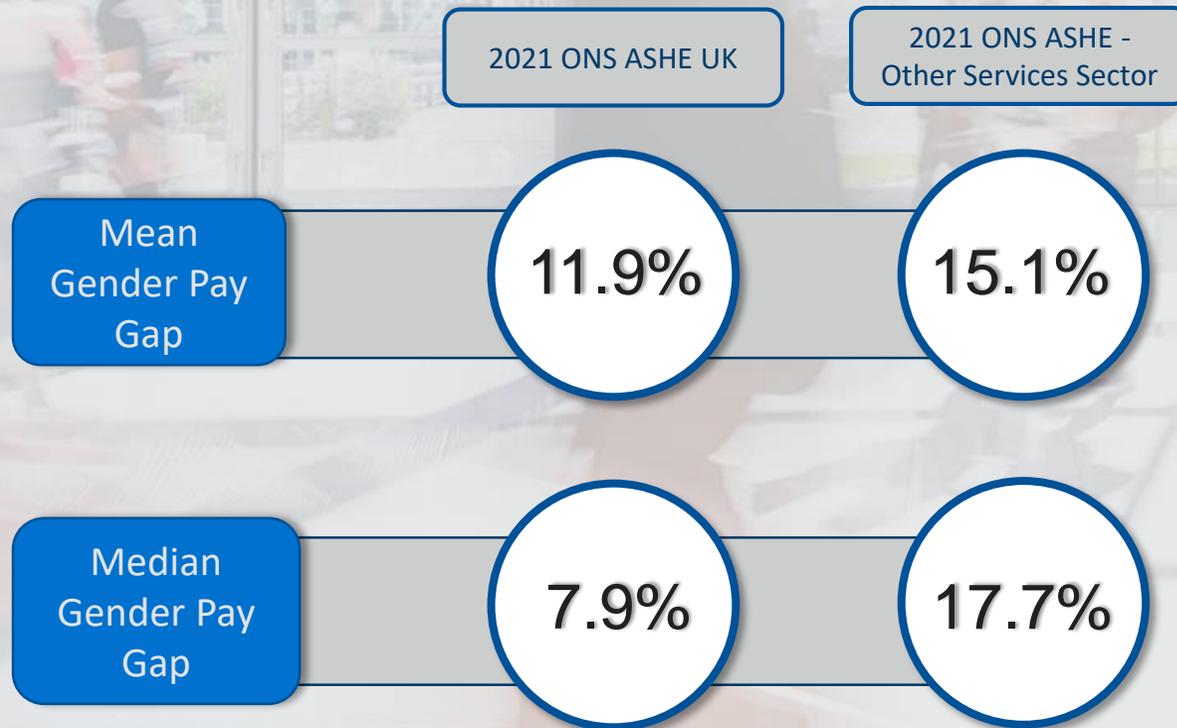
Gender Pay Gap Results

UK & Sector

Most organisations have a gender pay gap.

The following data shows the mean and median gender pay gap for the UK and the 'Other Services Sector' category we fall under.

(according to the October 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures),



Why is that?

Across the UK economy some of the reasons for gender pay gaps are:

- Men are more likely than women to be in senior roles (especially leadership roles).
- Men are more likely to be in technical, sales and IT related roles, which are paid more highly than other roles at similar levels of seniority.
- Women are more likely than men to have breaks from work which can impact their career progression.
- Women are also more likely to work part time which impacts the annualised salary when comparing the bonus gap.

Road Map to 0% Gender Pay Gap

Our current Gender pay gap does not reflect our organisation's direction. We are committed to doing everything we can to reduce the gap and align the pay with our organisation values.

ACTION PLAN 1

Communication
Create improved career path plans

CURRENT STATE

A mean Gender Pay Gap of 17.84% and
a median Gender Pay Gap of 16.42%

DESIRED STATE

0% Gender Pay Gap

ACTION PLAN 2

Customise
Continuation of central controls on
starting pay and eligibility for bonuses for
all roles.



Our Commitment



In 2022 at Percepta we are focusing on our six C's, Captivate, Customise, Connection, Career, Communication and Collaboration. We believe in our people and under each of these pillars we are committed to reducing the gender pay gap.

As a global organisation we see the benefits of a diverse workforce and we are taking the following steps to promote gender diversity.

Over the next year with our pillars leading us we will be connecting with our employees to create better communication and career paths that will lead them to senior positions.

As we continue to broaden our social networking footprint, we will reach more candidates allowing to continue diversifying our workforce in the United Kingdom.

These initiatives are the beginning of removing the gender pay gap. We continue as an organisation to communicate our plans and actions and will seek to understand other opportunities to effectively reduce the gap.

We confirm that data reported by Percepta UK Ltd is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

I, Karen Gurganious, President of Percepta LLC, also confirm that the gender pay gap information contained in this report is accurate.

Signed: *Karen*

Date: 04/04/2022