

Ensono Gender Pay Gap Report 2023

This report follows our 2022 report and covers some of the long-term strategic goals the company has adopted along with details of our mean and median hourly gender pay gap as at the snapshot date of April 2023 and our bonus pay gap (that is the difference between men and women’s mean and median bonus pay over a 12-month period).

These are calculated using the mechanisms set out in the gender pay gap reporting legislation. The gender pay gap is an equality measure that shows the difference in average earnings between women and men. It does not show differences in pay for comparable jobs. Ensono is committed to providing equal pay for equal work.

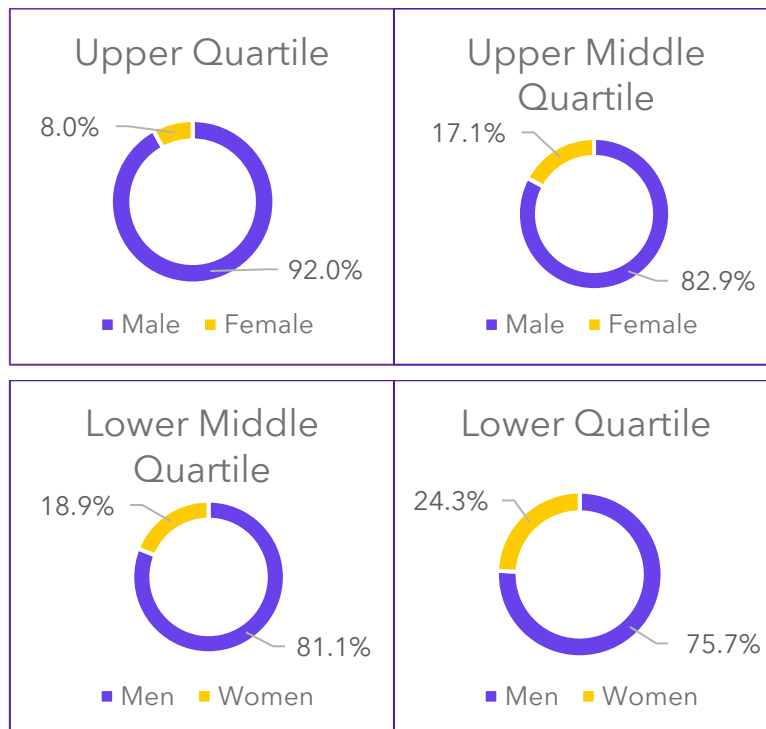
Our Gender Pay Gap Data

The Difference Between Men & Women

	Mean (average)	Median (middle)
Gender Pay Gap	15.79%	10.50%
Gender Bonus Gap	36.88%	10.79%

Proportion of men & women receiving bonus	
Male	95%
Female	96%

Proportion of Men & Women in Each Quartile Band



Understanding the Gap

The figures show that Ensono has a mean gender pay gap of 15.79% and a median gender pay gap of 10.50%. The mean gender pay gap has increased by 819% from the prior reported year, however the median figure has decreased by 35%.

The key contributor to the increase in the mean gap figures is due to a TUPE transfer from a recent business acquisition and this increased our population overall by 66%. Whilst the total number of employees increased, the ratio of female to male employees dropped to 17% from 18% in 2022 despite female headcount increasing by 52% year on year, driving the decrease to the median pay gap.

The mean bonus gap has increased by 128% to 36.88% in the past year, which is broadly due to the male employees eligible for bonus, being paid a higher value, compared to the previous 12 months, as well as the number of males eligible for bonus increasing to 95% compared to 91% in the prior year. A significant factor is that the commissioned sales employees can earn a higher variable pay than other bonused employees and only 16% of this group are female.

The median gender bonus gap has increased by 17% to 10.79% due to the reasons already stated. Whilst all employees are eligible to participate in bonus or other variable pay some were not eligible to receive a payment during the reported period due to not being employed and working in the qualifying period.

The technology sector continues to face significant challenges to inspire more women to develop careers within the industry and our business is no exception to this, with our main reasons for our gender pay and bonus gaps being:

- An imbalance of men versus women generally within the organization.
- An imbalance of men versus women in senior and leadership roles.
- An imbalance of men versus women in senior technical or sales roles. These positions attract high levels of remuneration due to scarcity of skills or competitive markets.
- Very few early in career roles being recruited in the period.

What actions are we taking to close the gap?

We are committed to addressing our gender pay gap as part of a wider aim to make Ensono a diverse and inclusive workplace where women can thrive. To that end we continue with the following practices that assist this goal:

- Job levelling with market pay ranges to guide compensation planning.
- Eligibility for all employees to participate in an equity plan, thus strengthening our remuneration package offering and our position as an attractive long-term employer.
- Providing clearer opportunities for women to be promoted into management roles.
- Providing support and incentives for female employees returning to work after maternity leave.
- Menopause Café sessions with a trained menopause nurse to support female employees.
- Showcasing our female leaders and featuring their voices in our external marketing relative to IT and women in IT.

- Ongoing global support for “Ensono Women Connected” which actively drives diversity awareness and education across the whole company, showcasing some of our best female achievers and supports International Women’s Day and Women’s History month.
- Continual support and opportunities for female employees to attend conferences and seminars whilst recognising that they often have proportionately greater caring responsibilities than male employees.
- Our ‘ParentCloud’ platform continues to provide free help, advice, and webinars plus the opportunity to have a number of 1:1 virtual advice session, on a variety of subjects from fertility, pregnancy, baby sleep patterns and breastfeeding to how to deal with teenage depression, eating disorders.
- Our family friendly culture is underpinned by policies and guidance implemented in support of all our working parents an example being we increased our paternity leave from 2 weeks to 6 weeks full pay.
- Providing ongoing diversity educating for managers including in relation to unconscious bias covering all aspects of the employee lifecycle.

Statement Of Accuracy

I can confirm that the gender pay gap data contained in this report for 2023 has been calculated in accordance with and to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jill Gates, VP Culture & People Experience, India & Europe