

Ensono Gender Pay Gap Report 2025

This report follows our 2024 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 2025 and our bonus pay gap being the preceding 12-month period to the snapshot date (the difference between men and women’s mean and median bonus pay).

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.

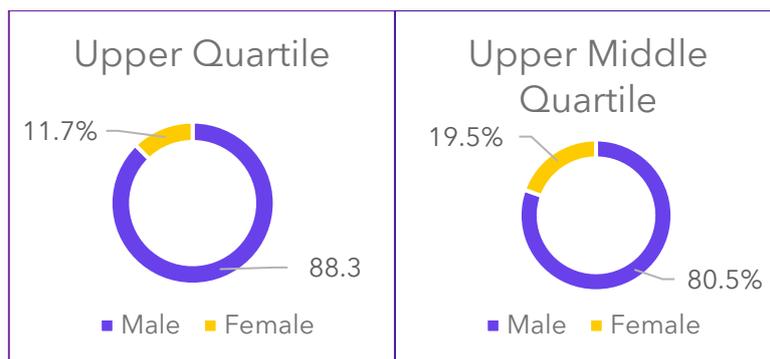
Our Gender Pay Gap Data

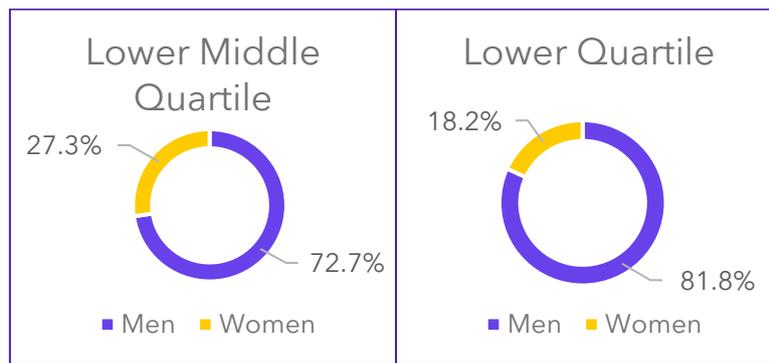
The Difference Between Men & Women

	Mean (average)	Median (middle)
Gender Pay Gap	7.63%	7.98%
Gender Bonus Gap	17.44%	4.92%

Proportion of men & women receiving bonus	
Male	87%
Female	94%

Proportion of Men & Women in Each Quartile Band





Understanding the Gap

The figures show that Ensono has a mean gender pay gap of 7.63% and a median gender pay gap of 7.98%. The mean gender pay gap has decreased significantly from 16.28% reported in the prior year, with the median figure increasing slightly from 7.54 to 7.98%.

One contributor to the decrease in the median gap figures is a reduction in overall headcount that affected a higher proportion of men than women.

The mean bonus gap has decreased from 27.09% to 17.44% in the past year. This is largely due to an increase in the rate of bonus paid to women as compared to men, over the past 12 months. In understanding the gap, a significant factor to note is that the mean bonus gap includes sales commission. Commissioned sales associates can earn a higher variable pay than other bonused associates; however, fewer associates received commission in this reporting period. Another factor is that bonus is paid as a percentage of overall salary which we will cover.

The median gender bonus gap decreased by 62% to 4.92%. The percentage of women eligible in this reporting period is 94% as opposed to 87% of men, however there is still a gap.

The number of women in the upper pay quartile has increased by 1.7% and the upper middle by almost 1.5%. Whilst the lower middle has increased by just over 7.1%, there is a 5.4% reduction in the number of women in the lower pay quartile.

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.

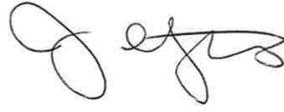
What actions are we taking to close the gap?

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 financial incentives for female employees returning to work after maternity leave.
- Menopause Café sessions with a trained menopause nurse to support female employees.
- Established a UK Menopause Policy designed to educate on the importance of supporting women.
- 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 1:1 virtual advice sessions, on a variety of subjects from fertility, pregnancy, baby sleep patterns and breastfeeding to how to deal with teenage depression and eating disorders.
- In 2025 we made Pod Plan available to our UK associates which is a planning and support tool to guide you through essential planning activities for caring for older family members, navigating the care system and connecting with valuable information, products and services.
- Our family friendly culture is underpinned by policies and guidance implemented in support of all our working parents an example being we have 6 weeks full paid paternity leave.
- Providing ongoing diversity educating for managers including in relation to unconscious bias covering all aspects of the employee lifecycle.
- We offer a Sabbatical Program to employees with a minimum of 5 years’ service which affords the opportunity to prioritize wellbeing and allow time to disconnect from work and recharge. Employees may use the time for travel, relaxation, quality time with family and friends, volunteering, or working on personal goals. Sabbatical leave is available to all associates globally who have completed at least five years of continuous service at the time of their application. The leave is for 31 consecutive days and two weeks’ regular annual leave can be added on to the period of time off.

Statement Of Accuracy

I can confirm that the gender pay gap data contained in this report for 2025 has been calculated in accordance with and to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Jill Gates', is centered on the page.

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