

# Gender Pay Gap Report

2020



Apprentice Of The Year  
Awards 2016

**WINNER**

**computing**  
Women in IT  
Excellence  
Awards  
2018  
Shortlisted



2017 - 2018  
**Top  
Undergraduate  
Employers**

★ **RATEMYPLACEMENT**  
2017 - 2018  
**Top 50 Medium-  
sized Schemes**



# | Declaration



I confirm the accuracy of the data we have reported and that we are continuing to work to maintain or improve our current gender pay gap figures.

This is our fourth annual Gender Pay Gap Report. It provides data from Flooid Ltd which covers 200 people. Due to the unprecedented economic climate, and the need to furlough a proportion of our workforce, a smaller number of employees were in scope for Gender Pay Reporting in 2020 compared with 2019.

We value the contribution of all our employees and are committed to paying men and women equally for equivalent work.

Our mean gender pay gap was -0.91% in 2019 and is now -3.92% in 2020.

A handwritten signature in black ink, enclosed within a circular outline.

**Martyn Osborne**  
CEO EMEA | Group Co CEO

# What is the gender pay gap?

The gender pay gap is the difference between the average of the total earnings paid to male and female employees in the organisation. This is different from equal pay which is paying the same salary for the same work.

The mean gender pay gap is the difference between the mean hourly rate of pay of male and female employees.

The median gender pay gap is the difference between the median hourly rate of pay of male employees and the median hourly rate of pay for female employees.

## How does Flooid perform?

Mean pay gap  
**-3.92%**

**Our Mean pay gap is  
-3.92%**

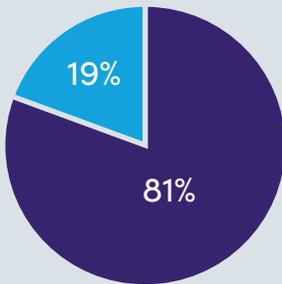
This means that the average of the total earnings paid to our male employees is 3.92% lower than the average of the total earnings paid to our female employees.

Median pay gap  
**-0.96%**

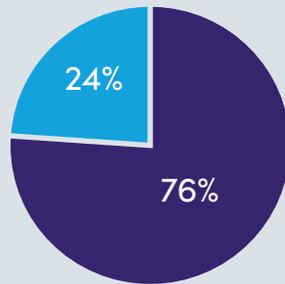
**Our Median pay gap is  
-0.96%**

This means the median hourly rate paid to our female employees is 0.96% higher than the median hourly rate paid to our male employees.

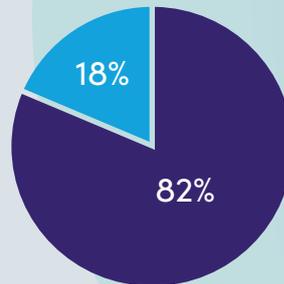
# Pay quartiles



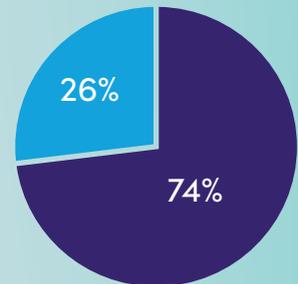
Lower quartile



Lower middle



Upper middle



Upper

Proportion of males and females in each pay quartile (%) ■ Males ■ Females

# Bonus pay

Bonuses are paid based on individual performance, as commission for sales generation and as an incentive for recommending new employees to the business.

In 2020, approximately 14.5% of all employees received a 'bonus' as defined by the gender pay bonus guidelines.

Whilst the business is predominantly male, where females are employed, they tend to be in more senior roles. 32.5% of female employees in scope for gender pay reporting are in the highest pay quartile, compared to 23% of male employees and 17.8% of all male employees and 29.3% of all female employees received a bonus.

The mean bonus pay gap is 47.9%. This shows the average of all bonuses paid to female employees is 47.9% lower than the average of all the bonuses paid to male employees. The median bonus pay gap is -20%. This shows that the midpoint bonus for females was -20% higher than the bonus midpoint for males. The mean and median bonus figures are distorted by commission payments paid to an all-male sales team. If we were to take commission payments out of the calculation, the mean and median bonus pay gaps would be 40% lower than the figures with commission payments included.

**Women**  
29.3% were paid  
a bonus

**Men**  
17.8% were  
paid a bonus

# Explaining our gender pay gap

As in 2019, our gender pay gap is considerably lower than the UK average for our sector and continues to be in favour of females.

Whilst females make up only 20% of our workforce, over 87% of them are in positions that are paid more than the UK average.

As with previous years, in the UK there continues to be fewer females than males graduating in core STEM subjects (science, technology, engineering and mathematics) which means there are fewer females available for these roles. We will therefore continue to have a larger proportion of males than females in the business as a whole and particularly in our technical roles.



# Why gender pay is important to us

We believe that by having a diverse workforce, we can offer our customers the most innovative solutions, drawing in creativity and ideas from a variety of backgrounds, genders, ethnicities and other demographics. Therefore, we are committed to continuing to diversify our organisation and maintain the innovation and ingenuity that our company is formed upon.

- We are moving to more flexible ways of working including expanding our working from home opportunities to ensure we attract and retain a wider pool of talent
- We have introduced skills development programmes for managers and employees to help individuals to fulfil their potential
- We are encouraging more effective line management and mentoring through the introduction of a 'Guild Leadership' programme
- We are continuing to provide Apprentice and Undergraduate opportunities. This year, 50% of our Undergraduate intake are female.





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