

flooid
a **GLORY** company



Gender Pay Gap Report

2021



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 fifth annual Gender Pay Gap Report. It provides data from Flooid Ltd which covers 234 people.

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, -3.92% in 2020 and now -3% in 2021.



Martyn Osborne
CEO EMEA



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%

Our Mean pay gap is -3%

This means that the average of the total earnings paid to our male employees is 3% lower than the average of the total earnings paid to our female employees.

Our Median pay gap is -15.63%

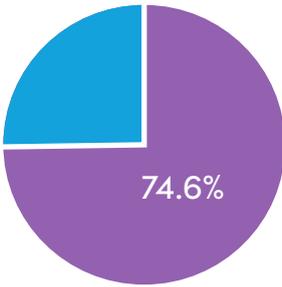
This means the median hourly rate paid to our female employees is 15.63% higher than the median hourly rate paid to our male employees.

Median pay gap

-15.63%

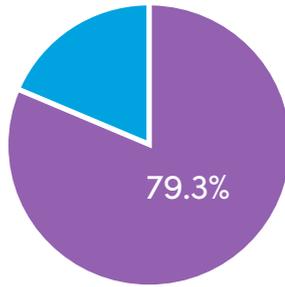
Pay quartiles

25.4%



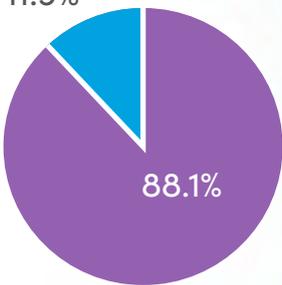
Lower quartile

20.7%



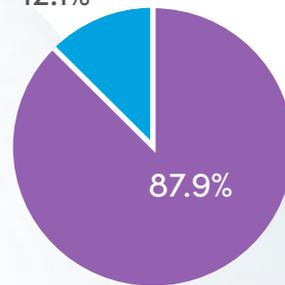
Lower middle

11.9%



Upper middle

12.1%



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 2021, approximately 17.7% of all employees received a 'bonus' as defined by the gender pay bonus guidelines.

The mean bonus pay gap is 83.5%. This shows the average of all bonuses paid to female employees is 83.5% lower than the average of all the bonuses paid to male employees. The median bonus pay gap is 0%. This shows that the midpoint bonus for females was equal to 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 **% lower than the figures with commission payments included.

Explaining our gender pay gap

As in 2020, 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 17% of our workforce, over 86% 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 have transitioned to hybrid working, where employees have the flexibility to work both at home and in the office.
- We have continued to provide skills development programmes for managers and employees to help individuals to fulfil their potential.
- We have continued our technical line management - 'Guild Leadership' programme.
- We are continuing to provide Apprentice and Undergraduate opportunities.





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