

Gender Pay Gap

UK Report 2021



**Gamma
People**

Introduction

Chief People Officer

We are aware that reducing the gender pay gap requires significant effort and takes time for real change to be reflected in the annually reported figures. This challenge is not unique only to Gamma, but for the industry as a whole and wider society. This is primarily due to more men than women holding senior or specialist higher-paid roles in our particular industry.

We acknowledge that the gap will fluctuate year on year, based on changes in our business structure and the percentage of men and women at all levels and positions. Whilst there is no quick fix, closing the pay gap remains a focus for us as an organisation and we remain committed to reducing our gap over time.

In common with much of the tech sector we still have a much higher ratio of male to female employees, but encouragingly there are signs of a downward trend in the mean pay gap which has been decreasing since 2019.

Continuing to reduce the pay gap requires intent and concerted effort across a range of activity, including recruitment channels, community relationships, manager development, flexible working policies and an inclusive culture.

Chris Bradford

Chief People Officer,
Gamma Communications PLC

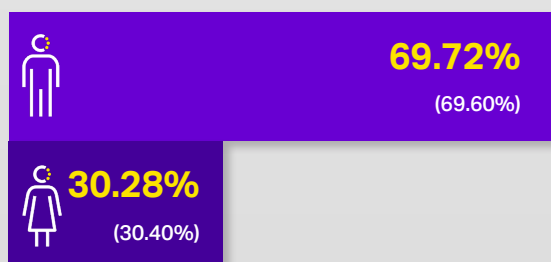
Statutory Declaration

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

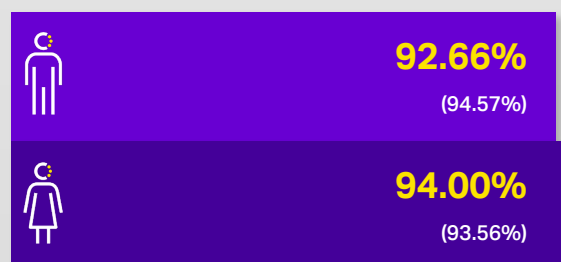


Our results - 5th April 2021

Gender Breakdown



Proportion of females and males receiving a bonus



Gender Pay and Bonus Gap

	Mean % 2021 (vs 2020)	Median % 2021 (vs 2020)
Pay Gap	19.60 (25.45)	19.80 (23.19)
Bonus Gap	59.41 (63.27)	20.07 (26.47)

Our gender pay gap continues to show an improvement in our mean figures from 2020 with a year-on-year improvement in the mean bonus gap.

Pay Quartiles

	Males % 2021 (vs 2020)	Females % 2021 (vs 2020)
Upper Quartile	77.94 (80.53)	22.06 (19.47)
Upper Middle	75.00 (72.41)	25.00 (27.59)
Lower Middle	62.99 (61.83)	37.01 (38.17)
Lower	62.99 (63.60)	37.01 (36.40)

What does it show us?

We are pleased to see a continued year on year reduction in our mean gender pay gap with a 5.85% decrease since last reporting. From the start of statutory reporting in 2017, our workforce has increased by over 45% and our mean pay gap has reduced by 15% since 2017. Our median gender pay gap has reduced by 5.8% over the same time frame.

What are we doing about it?

Within the technology sector we know there is a shortage of women in leadership positions and of women opting to study STEM subjects. In order to inspire more young women to choose careers in STEM, in 2021 our teams partnered with Speakers for Schools and with a local girls' school to share more about Women in Technology. As part of this initiative our women engineers shared their career journeys within technology as well as their personal journeys. We will continue this partnership and expand this initiative into more locations in the UK. We also continue to analyse our existing population, and this year we have reviewed all our internal policies and procedures to remove any bias that may exist.

We have also launched 'Ways of Working' post pandemic, which agrees the amount of flexibility for new and existing staff, which we expect to have a continuing positive impact. We are also updating our internal pay practices, recruitment, attraction and retention strategies to ensure fairness and equality.

What next?

Our People Strategy for 2022 focuses on employee experience and we believe this is key to retaining and inspiring our employees. More specifically, our goals are to:

- Ensure all senior level roles have a diverse shortlist
- Expand our partnership with Speakers for Schools, targeting and inspiring young women
- Review our approach to equality, diversity, inclusion and belonging at Gamma
- Create internal Gamma communities to support women and their careers
- Create campaigns and establish networks externally to attract women, for example women returning from career breaks and flexible working

We know there is more to be done within Gamma and externally in our industry, and we remain committed to attracting more women to Gamma as well as improving gender parity and representation of women within the technology industry.



Additional Disclosure

Gamma announced the acquisition of Mission Labs in 2021. While this is significantly below the reporting threshold of >250 employees, we have reported this as part of our commitment to increasing transparency.

Mission Labs

This is the gender pay gap report for the date of 5 April 2021. The total number of employees at the snapshot date was 93 with 87.10% male and 12.09% female.

- The mean gender pay gap is 29.99%
- The median gender pay gap is 18.71%
- The mean gender bonus gap is 84.3%
- The median gender bonus gap is 2.26%
- The proportion of male employees receiving a bonus is 14.63% and the proportion of female employees receiving a bonus is 16.67%.



Pay Quartiles

Quartile	Males % 2021	Females % 2021
Upper Quartile	95.65	4.35
Upper Middle	95.83	4.17
Lower Middle	69.57	30.43
Lower	86.96	13.04





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We're a certified Carbon Neutral* Company. This means you can demonstrate green credentials yourself. By working with us you have a solution that not only helps the environment but also enables you to become greener and conform to new Government environmental policies.