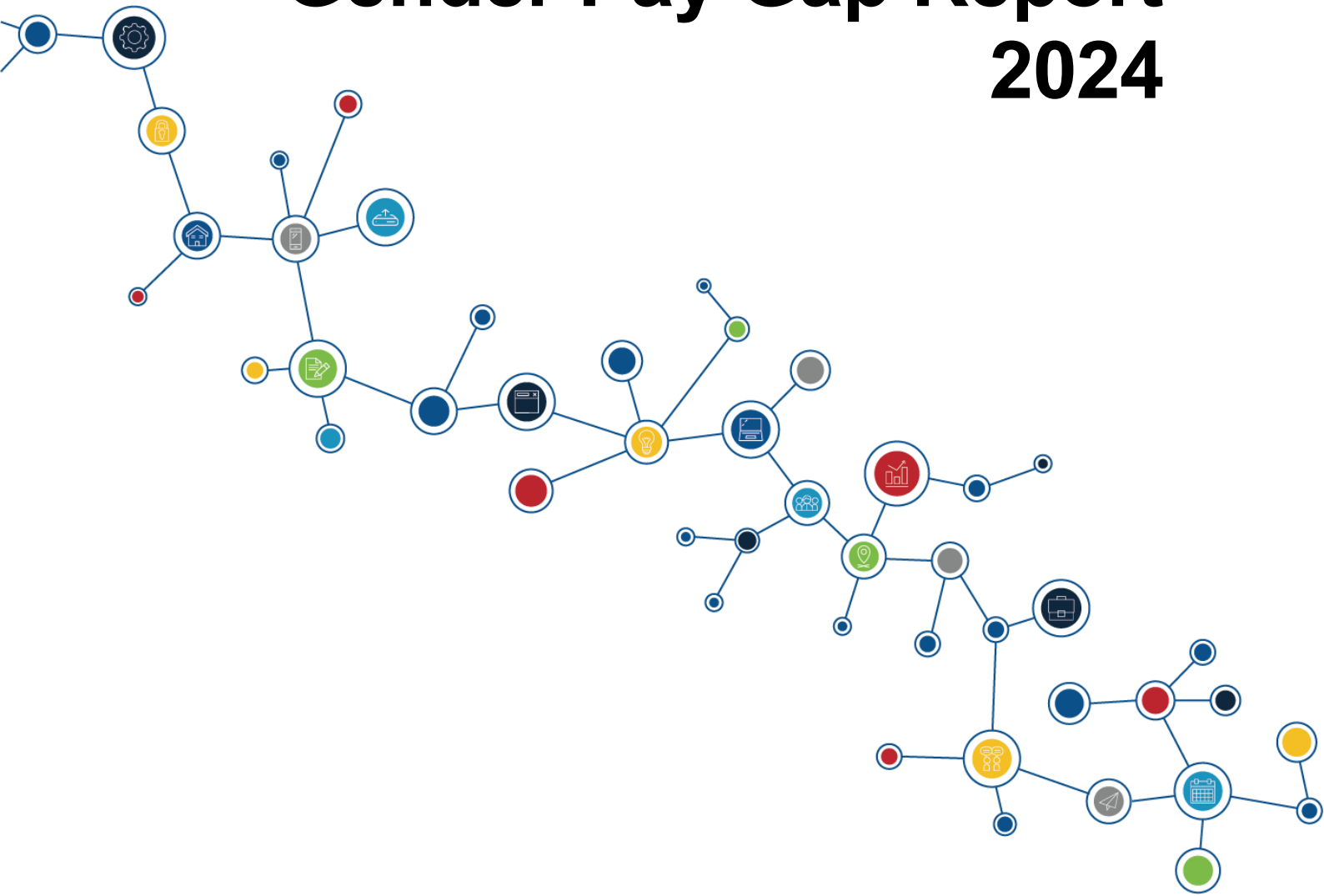


# Gender Pay Gap Report 2024



# Introduction

At Acturis, we value the strength of diversity within our company and recognise that diverse perspectives and experiences are essential to our success. Our commitment to providing equal opportunities and fair treatment for all colleagues drives us to create an inclusive work environment.

We are confident that we offer equal pay to all colleagues performing identical roles, and that our structured review process facilitates equal opportunities regardless of gender.

## Key Points

We are proud that our progress this year has led to our gender pay gap being significantly less than the industry average<sup>1</sup> and remain dedicated to continuing our efforts to further closing it in the years ahead:

- Industry Average Mean 11.2% vs Acturis 2024 Pay Gap 4.9%
- Industry Average Median 14.9% vs Acturis 2024 Pay Gap -1.0%

The pay gap figures decreased by 3.5% for mean figures, and by 2.2% for median figures from reporting year 2023. These figures reflect our ongoing commitment to promoting gender equality and fostering an inclusive work environment where pay is determined by role and performance rather than gender.

This year, the bonus gap decreased by 7.5% for mean figures, and by 13.5% for median figures. The bonus gap does not differentiate between bonuses received by full-time colleagues and pro-rated bonuses for those on parental leave and for part-time workers, a large majority of whom are women. Although part-time working may increase the bonus gap figures, we are committed to supporting flexible working arrangements as part of our retention strategy.

As we move forward, we will continue to focus on actions that lead to sustained opportunities in both pay and career progression.

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<sup>1</sup> As per *Gender pay gap in the UK: 2024* report by the Office of National Statistics dated 29 October 2024, <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024>

# At a Glance

## GENDER AND BONUS GAP FIGURES

Statutory Data	Mean	Median
Pay gap	4.9%	-1.0%
Bonus gap	47.1%	35.9%

## PROPORTION OF EMPLOYEES RECEIVING A BONUS

Statutory Data	Male	Female
% of employees receiving a bonus	44.2%	50.4%

## PROPORTION OF MALE AND FEMALE EMPLOYEES BY PAY QUARTER

% of Employees	Male	Female
Upper quarter	74.8%	25.2%
Upper middle quarter	80.2%	19.8%
Lower middle quarter	74.8%	25.2%
Lower quarter	76.2%	23.8%

# Our Actions

Acturis is committed to helping our colleagues achieve their potential throughout their careers and we are actively focused on supporting the professional development of our talent regardless of gender.

Several key initiatives have contributed to the decrease in gender pay gap and bonus gap compared to the previous year.

### Transparent Pay Structures

We established and maintain a structured pay framework, ensuring transparency around the criteria for career progression and bonus percentages for each job level. Regular reviews and analyses of our pay structures are conducted to ensure transparency and fairness. By clearly defining promotion criteria, we minimize disparities and provide equal opportunities for all colleagues.

## Enhanced Recruitment Practices

We have continued to refine our recruitment process to ensure we are attracting a diverse pool of candidates for every role. By implementing gender-neutral job descriptions and utilising diverse interview panels, we have worked to eliminate unconscious biases, ensuring that all candidates are evaluated based on their skills and potential.

While the overall percentage of female colleagues aligns with the STEM industry benchmark, we are disappointed to see a slight decrease in the number of new female hires compared to the previous year. We recognise the need for ongoing efforts in this area and will refocus our recruitment strategies to attract more female candidates through targeted initiatives.

## Promotion and Career Development Opportunities

We have invested in internal and external training programmes, and internal mobility initiatives to equip employees with the skills necessary for career progression. The programs are designed to be accessible to all employees, regardless of gender, and are aimed at developing their necessary skills and knowledge to progress in higher-level position within the company.

## Employee Groups and Inclusion Initiatives

Our continued support for employee groups, such as parenting and social groups, has provided platforms for employees to connect, share experiences and support one another. The groups have also served as valuable sources of feedback, enabling us to tailor practices to better meet the needs of our diverse workforce.

## Flexible Working Policies

We recognize the importance of work-life balance in retaining and empowering our employees. Our commitment to flexible working hours and remote working options has supported employees in balancing their professional and personal commitments, particularly benefiting women who may have caregiving responsibilities. These policies have played a crucial role in fostering a more inclusive work environment.

# Useful Information

## Reporting Requirements

The Gender Pay Gap report calculates the difference between the average earnings of men and women across all levels of the workforce, regardless of their role, seniority or length of service. The pay gap is distinct from equal pay, which compares the salaries of men and women who perform the same role.

UK-based employers who have 250 employees or more must calculate and publish their pay gap data annually. The data must be based on figures taken at the yearly snapshot date of 5th of April.

The information that must be published includes:

- Mean and median pay gap using hourly pay
- Mean and median bonus pay gap
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each of the four hourly pay quarters.

This report covers the 5<sup>th</sup> April 2024 snapshot date and has been drafted in accordance with the gender pay gap reporting legislation.

### Mean vs Median

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

The median pay gap gives an indication of the middle point of the rate of pay. If all male or female employees' pay was sorted in order of their hourly rate, the median pay gap is the difference between the hourly rate for the middle man compared to that of the middle woman.

### Pay Quarters

The pay quarters are equally sized groups of full-pay employees, ranked from highest to lowest hourly pay.

The quarters are:

- upper hourly pay quarter
- upper middle hourly pay quarter
- lower middle hourly pay quarter
- lower hourly pay quarter

### Bonus Gap

The bonus gap is calculated based on bonuses paid to employees in the 12 months ending on the 5<sup>th</sup> of April snapshot date. The employees included in the calculation must still be employed at the snapshot date.

I confirm the gender pay gap data in this report is accurate.



Tony Goddard  
CEO

03 April 2025