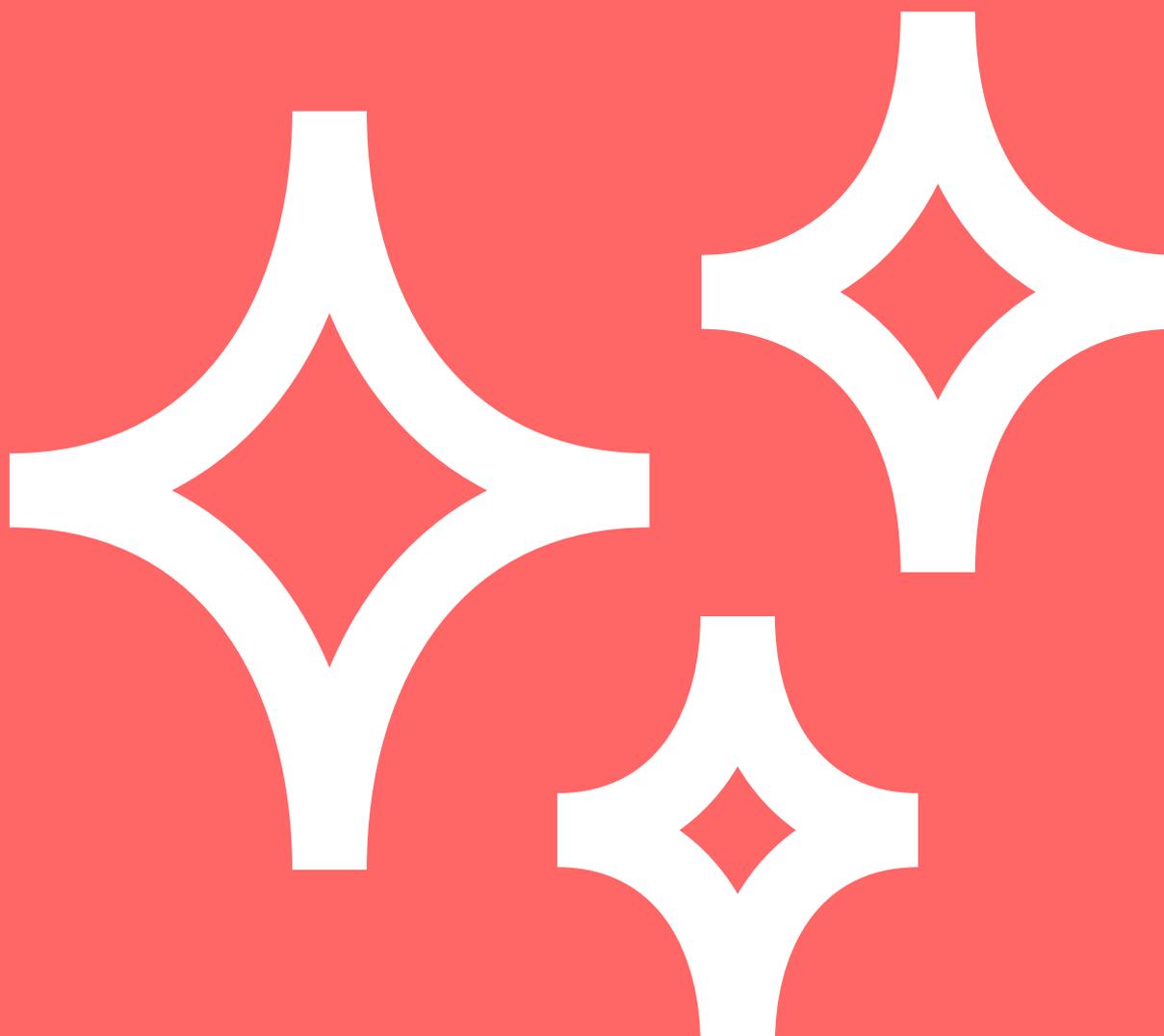




iomart Group plc  
Gender Pay Gap Report 2021





## Introduction

At iomart (“the Group”) we’re committed to developing a diverse and gender balanced workforce. Not just because it’s the right thing to do, but because we believe that creating a welcoming and inclusive environment will make us a better business. And support our mission to provide an exceptional service to our customers.

As a “people first” business, employee wellbeing and care is at the heart of iomart’s company values. These values underpinned our internal response to the Covid-19 pandemic with the wellbeing of our workforce at the forefront of our approach. We adapted quickly to the challenges faced during the pandemic which involved adopting a more flexible working model to enable individuals, irrespective of gender, to work in a way which suited their own personal circumstances. Overall we feel this approach limited the impact the pandemic would have otherwise had on the results within this particular report.

Female representation is a significant challenge for the technology sector as a whole, with recent reports outlining that just 26.7% of the staff working in roles across the sector are female. This trend is reflected within the iomart workforce with 14% of our roles occupied by females at our snapshot date. We remain committed to improving this percentage.

Over the past 18 months we continued to work on redefining our culture, benefits, and core values across the Group. Whilst we’re not perfect, and lots of work is still needed, we’ve recently put the following things in place to make our workplace more collaborative:

- We’ve introduced flexible working and changed our core hours from 10am – 3pm to help families with childcare responsibilities.
- We’re transforming our culture led by our 5 key values to create a more supportive, inclusive learning environment: People First, Be Curious, Be Ambitious, Be Accountable, One Team.
- We believe in hybrid working to help everyone get the best of both worlds: days in the office connecting with and learning from others, along with days working from home.
- We offer enhanced maternity leave with 4 months’ full pay and then 4 months half pay.
- We’ve altered our recruitment process by publishing salaries for all open job vacancies and internally redacting biometric details from CV’s to avoid any hidden biases, including gender, when shortlisting candidates for interview.

## Gender pay gap report

This report details the gender pay gap reporting requirements which form part of the Equality Act 2010 (Gender Pay Gap information) regulations 2017.

Our gender pay report shows the difference between the average earnings of men and women across our whole business. It’s not related to the role they have, or level of the work they do.

This report looks at gender pay, not equal pay. Equal pay looks at whether men and women are paid the same when they have the same role in a business.

This report will show that there’s a gender imbalance within iomart. But what we pay employees is not influenced by gender. Both men and women are paid equally for the performing the same roles. We promote equality and inclusivity across the business. But we know there’s work to do when it comes to hiring more women.

## Our Gender pay gap – 5<sup>th</sup> April 2021

### What's the difference between 'Median' pay and 'Mean' pay?

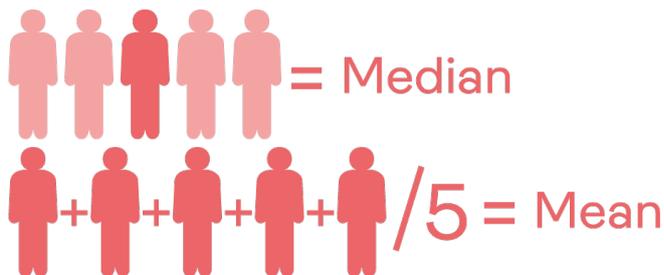
Imagine a picture where all our female employees stood next to each other in a line. And imagine we asked them to organise themselves to stand in order of lowest hourly pay to highest. Then imagine our male employees did the same.

#### Median pay explained

The median percentage shows the difference in pay between the female employee in the middle of their line, and the male employee in the middle of their line.

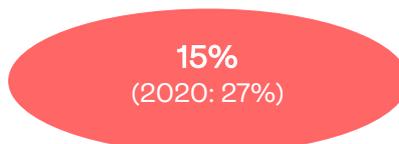
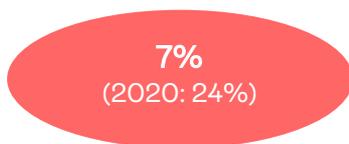
#### Mean pay explained

The mean percentage shows the difference in the average hourly pay between men and women. So, for example, we'd take the hourly rates of all the men and women we employ and then divide that number by the total number of employees in scope. How many men and women we have in different roles will impact this.



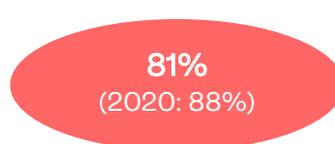
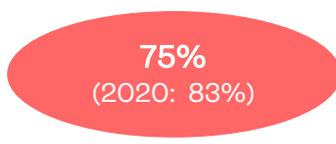
### Hourly pay gap

Our data shows that males earn 7% more than women (median) or 15% more (mean).



### Bonus pay gap

Our data shows that men earn 75% more than women (median) or 81% (mean).



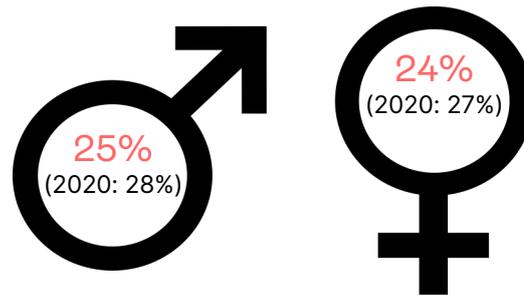
### What do these results tell us?

Both percentages show that men earn more than women when it comes to hourly rate and bonus. The bonus figure is pretty high. This is down to the fact that only our sales and exec team receive bonuses. And those two teams are predominantly male. So there's work to be done when it comes to hiring female into sales and into our exec team.

We are encouraged to see that the percentages are improving. But we know that reducing the gender pay gap will require both time and continued effort. And this is something iomart remains committed towards as the number of females in senior roles continues to grow within the IT sector.

### Staff who received a bonus

Our data shows that 24% of females and 25% of males respectively received a bonus payment at the snapshot date.

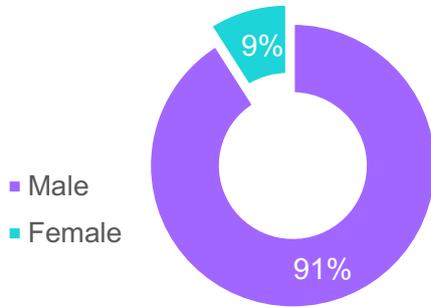


### Pay quartiles

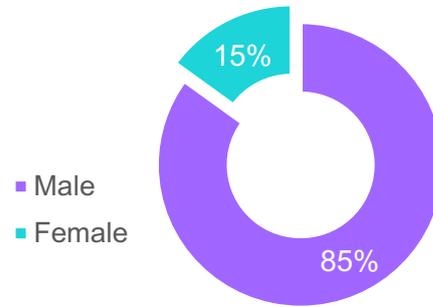
The following charts show the proportion of males and females in each pay quartile (this is also sometimes known as a pay band).

Quartile	Male %		Female %	
	2021	2020	2021	2020
Upper Quartile	91%	91%	9%	9%
Upper Middle	85%	77%	15%	23%
Lower Middle	81%	83%	19%	17%
Lower	87%	84%	13%	16%

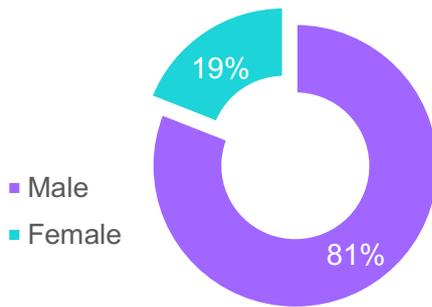
### UPPER QUARTILE



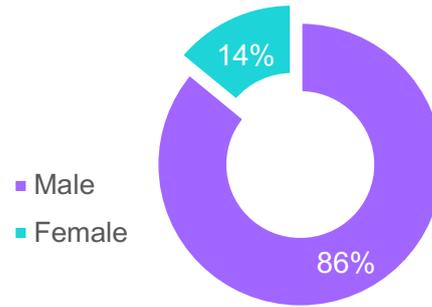
### UPPER MIDDLE QUARTILE



### LOWER MIDDLE QUARTILE



### LOWER QUARTILE



The charts show that male colleagues have the largest weighting in each quartile. This is partly because we employ more men than women across the group. We hoped for further progress in both the upper and upper middle quartiles at the current snapshot date. As these are areas we are actively working on improving.

## Future plans

We're pleased to see a year on year reduction in both our mean and median gender pay gaps. And this is partly driven by the recruitment of females in senior roles.

Despite some improvement in median and mean metrics, it's clear that we still have work to do to improve our pay quartiles. And that we need to focus in particular on the amount of women we hire within both the upper and upper middle quartiles.

We continue to develop our recruitment strategy to focus on bringing the right people into the business to diversify further. As we mentioned at the start of this report, in recent months we have enhanced our benefits package, covering paternity, sick, adoption, and maternity leave. This will make iomart more attractive to all employees.

We've also recently become a proud partner of the Empowering Women to Lead Digital Transformation in Scotland initiative. This leadership programme is designed to enable confident, capable and motivated female leaders in technology. We believe this partnership demonstrates our commitment to improving the gender imbalance across the sector as a whole.

We strive towards narrowing this imbalance and track our progress to ensure our efforts promote a more diverse workplace.

## Declaration

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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# iOmart



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