

Gender Pay Gap Report

2023



As a company we are committed to paying for performance equally and fairly and rewarding and retaining our best People. We have launched several initiatives to increase the equality of opportunity for women and other underrepresented groups and we are purposefully working towards attracting and developing women across our global workforce

As an organisation we are committed to enable our People to work flexibly which is particularly important for colleagues with caring responsibilities and with more flexible work options we are providing more employment choices for women. Our focus is not only on gender balance but also, we are continuing to focus on equality, and diversity and inclusion.

We are committed to continue the work to increase the proportions of underrepresented groups across our entire employee population.

We are fully committed to creating a global, inclusive, connected, talent-focused, high-performing organization and will continue to work to increase the proportions of underrepresented groups across our entire employee population.



What is the Gender Pay Gap?

A gender pay gap is the difference between the average pay of all men and women in an organisation. It's very different to equal pay, which is about making sure men and women are paid equitably for doing the same or comparable work. We pay all men and women equally for doing similar work or work of the same value.

This year's data is calculated based on the hourly rates of pay as of 4th April 2022. Typically, the gender pay gap exists due to one of two core issues:

- **Equality** - Where males and females carrying out similar roles are paid differently; or
- **Diversity** - Where the proportion of males and females differ at different pay scales. Analysis shows that a company's pay gap is caused primarily by a diversity issue, where there is a greater proportion of males in more senior roles.

The gender pay gap has always been a topic of interest, but to increase awareness and improve pay equality, the UK government introduced compulsory reporting of the gender pay gap for organisations with 250 or more employees

One of the main reasons for the gender pay gap in our organisation is that there is a greater proportion of males in more senior roles.



Our Gender Pay Figures

Gender Pay Gap - Snapshot date 5 April 2022

Gross Hourly Rate of Pay



■ 125 Female ■ 117 Male

	Male	Female	Difference
Count	117	125	
Mean	£41.02	£22.38	45%
Median	£30.23	£18.46	39%

Bonus Pay	Male	Female	Difference
Mean	£1,500.00	£588.00	61%
Median	£8,421.00	£1,359.00	84%
Count of Relevant Employees who received a bonus	78	96	-23%
Proportion of Relevant Employees who received a Bonus	66.00%	76.00%	39%

Quartiles (Gross Hourly Rate of Pay)

	Male count	Female count	Total
£0.00 to £15.05	14 (22.95%)	47 (77.05%)	61
£15.05 to £21.39	27 (45.00%)	33 (55.00%)	60
£21.39 to £39.31	29 (48.33%)	31 (51.67%)	60
£39.31 to £123.08	47 (77.05%)	14 (22.95%)	61



At a headline level, 49% of our colleagues are female and 51% are male.

Across our organisation, we pay men and women equally for doing the same job.

Our gender pay gap exists primarily because there are higher proportions of women working for us in our support and Restructuring and Insolvency roles up to the level of Senior Administrator. We have more men working in the roles of Director and Managing Director.

This isn't unique to us, but we are taking steps to create more gender balance throughout the organization.

Declaration:

I confirm that the gender pay gap calculations are accurate and meet the requirements of the regulations.

Nicola Davies

Director of People and Development



Our Progress to Equality



We are making significant strides to address our gender pay gap. We have:

Reviewed our employee lifecycle to see where we can and need to make improvements to progress equality within our workplace.

Offer flexible working to support work life balance including part-time working, flexible working and benefits aimed at improving health and wellbeing.

Raised awareness of our healthcare benefits, including support available via our EAP programme, and offering all our People access to a personal wellbeing coach.

Launched our IDEA initiative (Inclusion, Diversity, Equality & Awareness) inviting people from across our business to join the group and shape our future Awareness events.

Held wellbeing webinars covering topics such as Imposter Syndrome and Menopause Awareness.

Conducted a Diversity and Inclusion Survey across the business asking our People for their thoughts on how we become more Inclusive and Diverse as a business.

Mandating training for all our People on Diversity and Inclusion.

Monitoring our equality statistics to help build our inclusion and diversity action plans going forward.

What's next?



Eliminating our pay gap won't happen overnight and it requires a societal shift from the traditional view of gender roles. Whilst this may be a macro societal issue, we are aware that we have a responsibility to do our best to influence it, and have set the following ambitions for Quantuma moving forward:

To increase the number of women in more senior roles.

To try to attract more men to work in support roles.

To ensure our reward and benefits enable everyone to balance their professional and personal lives.

To ensure we continue to improve the awareness and knowledge of our colleagues and managers with regards to inclusion and diversity overall.

Continuing to develop inclusion and diversity focussed programmes will help us in part to address the gender pay gap and will continue to be a key pillar of our continuous improvement programme.

Quantuma understands that there are real benefits in an equal, diverse and inclusive workforce for our People and our customers, and we continue our commitment to recruiting, encouraging and helping to develop a more balanced and diverse workforce.

Quantuma

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