

# GENDER PAY GAP REPORT

2023



open gi

# Contents

Introduction	3
Our Gender Pay Gap Statistics	4
Understanding the Gap	8
Our Action Plan	10



# Introduction

At Open GI, we remain committed to promoting a culture where all our employees feel engaged, valued and respected for who they are, and the skills and attributes they bring to the business.

We believe that diverse ideas and viewpoints drive innovation, help us all grow and allow us to deliver excellence in customer service.

## About the Gender Pay Gap Statistics

Open GI fully supports the Government's legislation which requires employers with more than 250 employees to publish their gender pay gap. We actively support and promote gender equality and our data has been prepared in line with the Equality Act 2010 (Gender Pay Information) Regulations 2017 and the Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017.

The snapshot data for salaries is 5 April 2023 and the period used for calculating the bonus pay gap is 6 April 2022 to 5 April 2023.

This report sets out our key gender pay data, sharing information about any changes experienced between this and last year's report, as well as detailing the actions we are taking to improve gender diversity and equality at Open GI.

It is worth noting that **Gender Pay** is not the same as equal pay. Equal pay is about paying men and women the same salary for the same or similar roles and is a legal requirement. The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of the average earnings of men.

The **Median** gender pay gap is determined by ordering the individual hourly rates of pay for all men and women from the lowest to the highest and then calculating the difference between the middle number in the range for men and the range for women.

The **Mean** gender pay gap is the difference between the average hourly rate of pay for women compared with men. Hourly pay is the sum of ordinary pay and any bonus pay (including any pro-rated bonus pay) that was paid in the pay period which ends on your snapshot date.

The **Mean** bonus pay gap is the difference between the mean bonus pay paid to men and the mean bonus pay paid to women.

# Our Gender Pay Gap Statistics

As at 5 April 2023, there were 366 employees - all of whom were categorised as “relevant employees”.

355 employees were classified as “full-pay relevant employees” and were used in the reporting of hourly pay gap statistics.

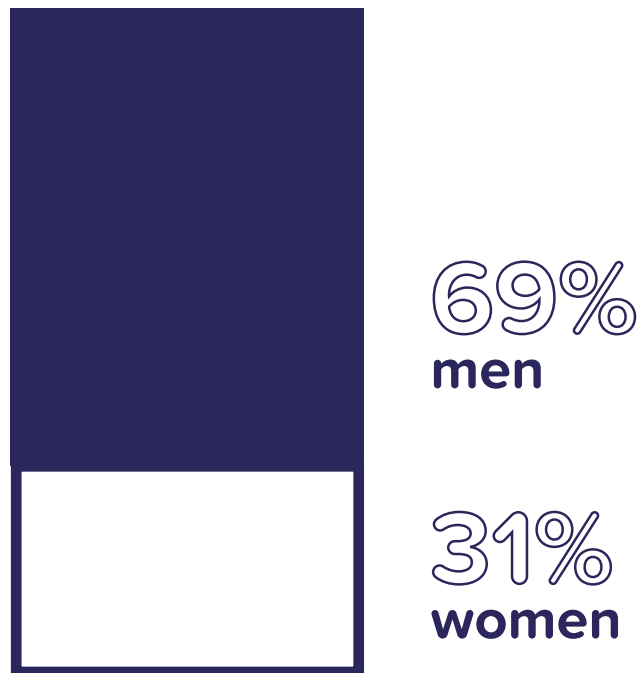
The gender split for Open GI was 69% men and 31% women as at 5 April 2023.

366

Relevant Employees

355

Full-pay Relevant Employees



**£3.42**  
(£3.76 in 2022)

**Mean pay gap: 14.37%**  
(16.62% in 2022)



**£2.73**  
(£2.29 in 2022)

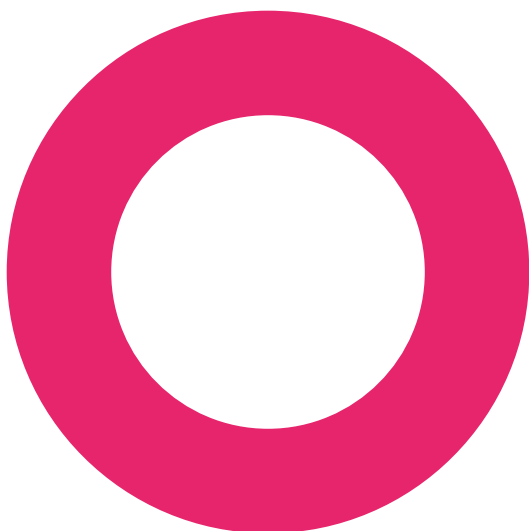
**Median pay gap: 13.55%**  
(12.24% in 2022)



## The proportion of men and women receiving a bonus payment

The mean bonus pay gap of 43.7%, has increased from 12.58% in 2022.

The median bonus pay gap is 16.56%, an increase from 12.38% in 2022.



### 2022

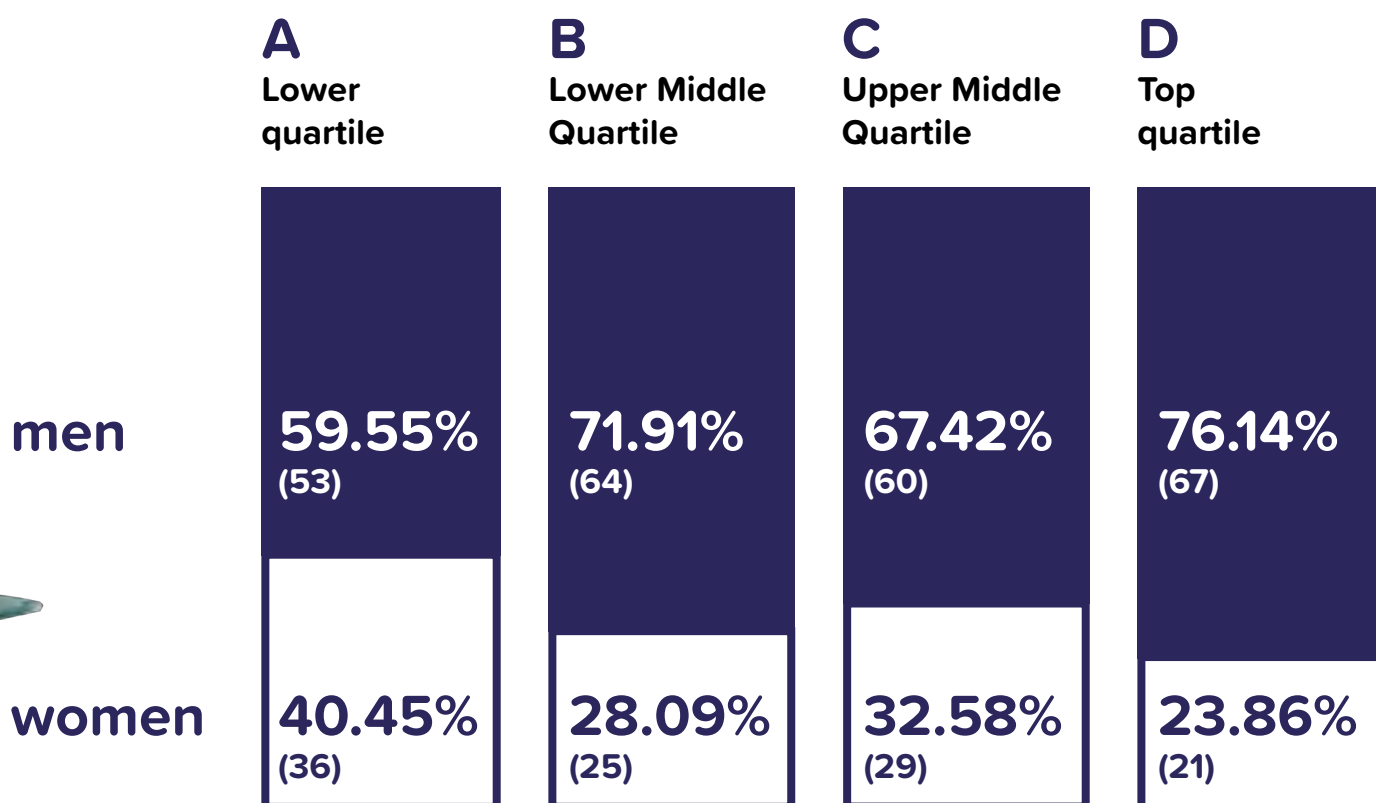


### 2023



## The proportion of men and women in each pay quartile

(% in each band and number of employees in each band)



## The mean gender pay gap in each pay quartile

**A**  
Lower  
quartile

**0.94%**

**B**  
Lower Middle  
Quartile

**1.86%**

**C**  
Upper Middle  
Quartile

**1.67%**

**D**  
Top quartile

**10.34%**

## Contribution of each quartile to the pay gap

**A**  
Lower  
quartile

**-5.46%**

**B**  
Lower Middle  
Quartile

**2.94%**

**C**  
Upper Middle  
Quartile

**-1.03%**

**D**  
Top quartile

**17.92%**

## The mean bonus pay gap in each pay quartile

**A**  
Lower  
quartile

**3.21%**

**B**  
Lower Middle  
Quartile

**-0.36%**

**C**  
Upper Middle  
Quartile

**3.2%**

**D**  
Top quartile

**44.58%**



# Understanding the Gap

The Technology sector tends to employ more men than women and this is the same at Open GI with men making up 69% of our workforce (an increase of 2% since last year).

We are pleased that our gender pay gap has decreased by 2.25% compared to last year, dropping from 16.62% to 14.37%. Although this is good news there is still work to do as we would like to see this figure drop further.





We see having women represented at all levels of our business as a real positive, there is however, an imbalance. We have a high proportion of women working in Lower Quartile positions (around 40%) which drops to approximately 24% in the Top Quartile where our more senior technology and leadership roles are represented. This is reflected by a 17.92% pay gap in the Top Quartile so to be more inclusive with regard to gender, we need to attract and recruit more women to our more senior roles.

This level of representation appears to be typical in the technology industry where according to McKinsey (Women in tech: The best bet to solve Europe's talent shortage, McKinsey Digital), women make up only 22% of all technology roles across European companies.

Our bonus pay gap has increased by 31.12% and is mainly driven by a large bonus pay gap within our senior level roles. Our bonus scheme which aims to drive high performance across the company is based on a % of salary. Given that we have more men in the top quartile, their higher salaries mean higher bonus potential which in turn contributes to the size of our bonus pay gap. This is also influenced by a higher proportion of men working within our Sales function where a significant part of remuneration is made up of bonus and commission payments.



“ —————  
There is still work to do as we would like to see this figure drop further.



# Our Action Plan

This year we have continued with several initiatives from our Diversity and Inclusion Action Plan with the aim of improving gender diversity, equity and belonging at Open GI.

At the beginning of 2023 we created a Diversity, Equity and Inclusion Network to promote, champion and encourage gender diversity at Open GI. This Network is made up of employees from our UK, Poland and Macedonia offices and is sponsored by our Chief Product Officer. The initial focus of this network has been gender but the scope has widened to include other areas such as culture and age and the work won't stop here.

One of the first actions from the Network was to celebrate International Women's Day in March 2023. During this day we launched a new Diversity, Equity and Inclusion intranet page to raise awareness and improve engagement around this important area. We also introduced a new category on our eLearning site around gender equity which includes subjects such as how to reduce bias and how managers can support equality.

“  
Having an inclusive recruitment process is a key activity for us in encouraging talented women to join Open GI.

“  
Our job adverts and job descriptions have all been reviewed to ensure that inclusive language is used so as not to inadvertently discourage women from applying for our roles.



Our Diversity, Equity and Inclusion intranet page is being continuously iterated with resources to help people better understand the topic and an area for our employees to provide their feedback, ask questions and raise concerns.

Having an inclusive recruitment process is a key activity for us in encouraging talented women to join Open GI. To support this our job adverts and job descriptions have all been reviewed to ensure that inclusive language is used so as not to inadvertently discourage women from applying for our roles.

We believe that having generous family friendly benefits demonstrates our commitment to supporting our employees in spending time with their family and already provide six months' full maternity pay to eligible employees.

We have also signed up to the Tech Talent Charter to help support our work in improving gender diversity and to demonstrate our commitment to doing so.

We plan to conduct a Diversity, Equity and Inclusion employee survey in 2023 to better understand how our employees feel about this subject and to gain their feedback. We will use the results to shape our efforts to make Open GI a more diverse, equitable and inclusive place to work.

Open GI remains committed to promoting diversity, equity and inclusion throughout the company. We firmly believe that thriving organisations know how important it is to create a culture where everyone feels valued, heard and able to be their true selves and we will continue to foster a workplace that embraces and supports this.

“  
Open GI remains committed to promoting diversity, equity and inclusion throughout the company.”



A handwritten signature in blue ink, which appears to read 'Simon Badley'. The signature is fluid and cursive, written on a white background.

**Simon Badley**  
Group CEO

open gi