open gi

GENDER PAY GAP REPORT

2022

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Introduction

At Open GI, we remain committed to promoting a culture where all our employees feel they belong and can contribute to the success of the business by bringing their unique personalities, perspective and diversity to their work.

We firmly believe in the benefits of diversity, including gender, and are passionate about creating an environment where everybody can thrive and succeed.

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 remain committed to building a more transparent culture of 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 2022 and the period used for calculating the bonus pay gap is 6 April 2021 to 5 April 2022.

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 setting out our approach to further improve how we attract, recognise and reward talent.

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.

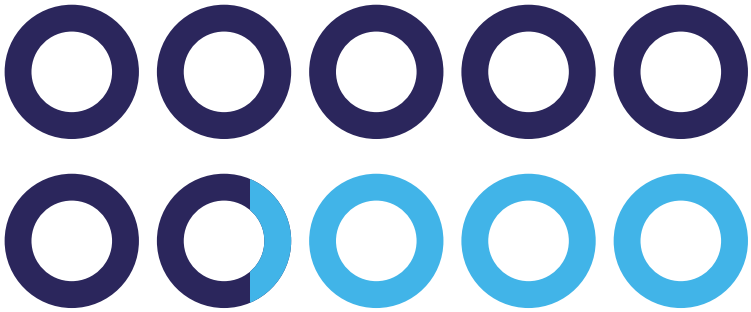
The **Mean** bonus pay gap is the difference between the mean bonus pay paid to men and the mean bonus pay paid to women.

Our Gender Pay Gap Statistics

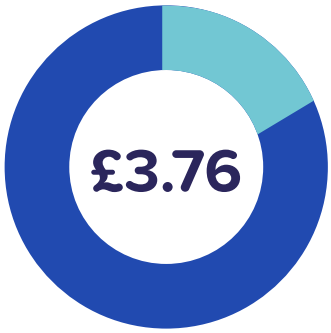
As at 5 April 2022, there were 372 employees of which 372 were categorised as “relevant employees”.

Three hundred and fifty-four 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 67% men and 33% women as at 5 April 2022.



67% men
33% women



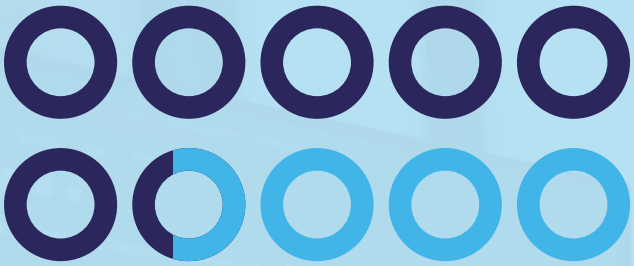
Mean pay gap: 16.62%

372
Relevant Employees

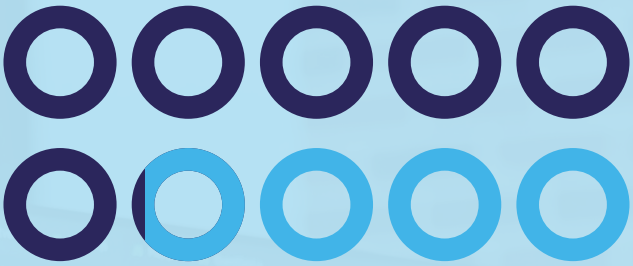
354
Full-pay Relevant Employees

Median pay gap: 12.24%

The proportion of men and women in each pay quartile
(% in each band and number of employees in each band)



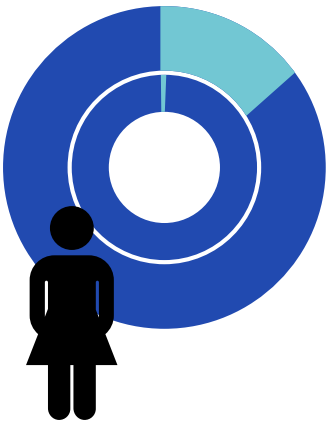
A
Lower Quartile
63% men
37% women



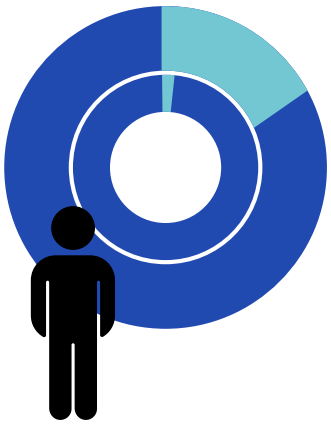
B
Lower Middle Quartile
61% men
39% women

The proportion of men and women receiving a bonus payment

The mean bonus pay gap of 12.58% with an absolute difference of £543.83, has fallen from 35.1% in 2021. The median bonus pay gap is 12.38% with an absolute difference of £199.

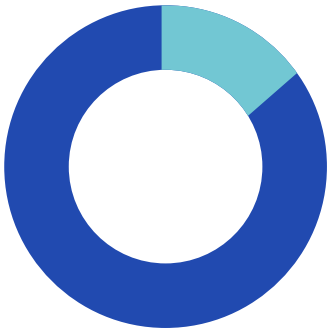


2022: 87%
2021: 99%



2022: 83.5%
2021: 97.5%

Mean bonus pay gap: 12.58%



Median bonus pay gap: 12.38%

C

Upper Middle Quartile

67.5% men
32.5% women

D

Top Quartile

77% men
23% women

Understanding the Gap

We know that, typically, the Technology sector employs more men than women and this also applies at Open GI. This is reflected by the current gender pay gap in the Technology industry which is around 16%.

It is pleasing to see that we have women represented at all levels of our business. However, it is clear that women are less well represented in our senior level roles. Whilst this is not specific to Open GI and is common in the Technology industry, we want to continue to find ways to address this imbalance and encourage more senior women into our business.

Our gender pay gap has increased by 3.82% compared to last year, moving from 12.8% to 16.62%.

> “
> Over the year we strengthened our technical expertise in the company with the creation of several senior technical roles.

Following Covid, and the “great resignation” phenomenon, we saw higher than usual levels of employee turnover at Open GI. Our employee base decreased by 14% over the year, and whilst the percentage representation of women in the upper quartile remained the same, the actual number of women attracting higher salaries in the upper quartile reduced. During this period, more women than men joined the company in the Lower Quartile which contributed to the increase in our gender pay gap.

Over the year we strengthened our technical expertise in the company with the creation of several senior technical roles which were required to support large projects, driving the growth of the business. As is typical in the Technology industry, the more senior the role, the less female talent is available and therefore these roles generally attract more male candidates. Less women apply for these roles, and in our case the new positions were, in the majority, filled by men.

Coupled with a shortage of skilled women for these roles, we have been operating in a very fast and tough employment market where there has been extremely high competition for available talent. As many other companies have also experienced, we have faced skills shortages which means that there have been fewer applicants overall and even less women applicants due to our industry.

We have seen a positive change in relation to our bonus pay gap. Our mean bonus data shows a gap of 12.58% which has fallen by 22.52% compared to last year's mean bonus pay gap of 35.1%.

Whilst a gap does remain, this fell because commission within Sales and Account Management teams is linked to sales performance and the women in this area were particularly high performing in the year.

Outside of the sales team, we operated a bonus scheme linked to overall company performance and therefore in June 2021 all eligible employees received a bonus payment of 90% of their maximum discretionary bonus amount. Whilst all eligible employees received a percentage bonus of salary (either based on 5% for employees, and 10% for managers), as more men earn higher salaries than women and more men occupy managerial roles, this contributed to the ongoing bonus pay gap (albeit smaller this year).

> "We have been operating in a very fast and tough employment market where there has been extremely high competition for available talent.

Our Action Plan

The years 2020 to 2022 were highly unusual and globally we experienced a significant event which had a knock on effect into business. We could not have anticipated the Covid-19 pandemic and the subsequent "great resignation" or recruitment market condition that resulted from this. There is no doubt that the war for talent, and the shortage of skills, particularly skills amongst women in our industry, has made it harder for us to positively affect our gender pay gap. Despite this, Open GI remains committed to being an equal opportunities employer and to valuing people for their contribution, and not their gender identity or any other protected characteristic.

To further our efforts in tackling inequality and bringing more gender diversity to Open GI, we have created a Diversity and Inclusion Action Plan which includes a number of initiatives we hope will improve gender diversity and belonging at Open GI.

> "Open GI remains committed to being an equal opportunities employer and to valuing people for their contribution, and not their gender identity or any other protected characteristic.

Our programme of initiatives is based around encouraging women to join and develop their careers with us. We also want to ensure that women feel supported by encouraging an inclusive environment and having the right policies and processes in place to help them thrive.

> "Employees come into the office based around what works best for their team and the work they do.

To raise awareness of some of the issues faced by women we have created a Menopause policy, associated Manager Guidance, and introduced a Menopause Champions group who are on hand if any of our employee wants support in navigating the workplace during this, often life changing period in a woman's journey. We have also run a number of webinars to encourage conversation and to help women feel less isolated if they are affected by the menopause. We have signed up to the Menopause Workplace Pledge to confirm our commitment.

Our flexible approach to office working called "Open Ways of Working" has also continued which means that employees come into the office based around what works best for their team and the work they do. Open Ways of Working means that our employees are able to spend more time working from home which can prove particularly helpful for those with caring responsibilities which typically fall to women more than men.

A review of our careers site has taken place to highlight our family friendly benefits and showcase our positive working environment. A review of our job adverts and job descriptions is also underway to ensure the wording is as inclusive as possible and does not inadvertently create a barrier for women applicants.

Additionally, we ask that women participate in our interview panels wherever possible, not only to highlight the diversity of talent we already have in the business but to provide alternative viewpoints during the recruitment process. We also included a session relating to the importance of Diversity and Inclusion in recruitment during our 2022 Communications Festival to raise awareness of the benefits and importance of diversity and inclusion.

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> A diverse and inclusive environment brings real benefits to our business and our industry.

To help our women develop within Open GI and within the Technology industry, we have signed up to the Reed Women in Technology Mentoring programme. This allows women to pair with a mentor from the Technology industry to provide them with advice and encouragement to support them in reaching their potential in their career.

We are in the process of developing a Diversity and Inclusion network to promote, champion and encourage gender diversity at Open GI. We hope to broaden the scope of this group in due course.

As part of developing our understanding of gender issues, and best practice, we partner with a number of other organisations and regularly meet to discuss gender diversity topics. We do this to learn from others and utilise expertise where we can by developing external networks as well as accessing the support of thought leaders in this fields to enhance our ability to become the most diverse workplace we can.

We know there is lots to be done and that improving gender diversity, particularly in the Technology industry, is challenging. We truly believe however that a diverse and inclusive environment brings real benefits to our business and our industry and is something that me and my team are committed to improving at Open GI.

Simon Badley
Group CEO

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