GENDER PAY GAP REPORT

2024

open gi

Contents

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

Introduction

At Open GI, we are dedicated to fostering a culture where every employee feels empowered, appreciated, and respected for their individuality, talents, and contributions to our business.

We embrace diverse perspectives and ideas, knowing they fuel innovation, support personal and professional growth, and enable us to deliver outstanding 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 2024 and the period used for calculating the bonus pay gap is 6 April 2023 to 5 April 2024.

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 2024, there were 374 employees all of which were categorised as "relevant employees".

367 employees were classified as "full-pay relevant employees" and were used in the reporting of hourly pay gap statistics.

374
Relevant Employees

367
Full-pay Relevant Employees

The gender split for Open GI was 69% men and 31% women as at 5 April 2024, the same as the previous year.

69%
men

31%
women

£2.16
(£3.42 in 2023)

Mean pay gap: 8.8%
(14.37% in 2023)

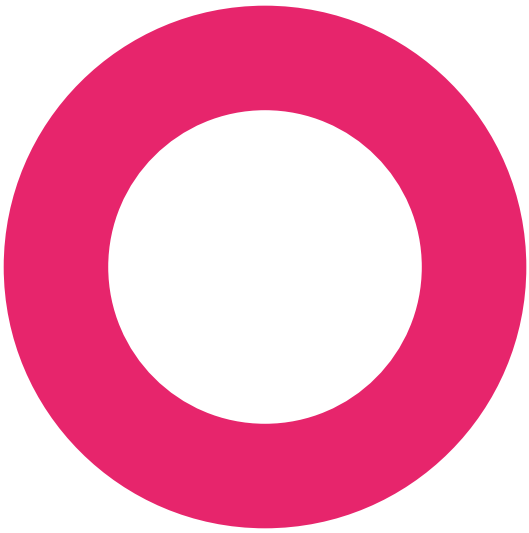
£2.14
(£2.73 in 2023)

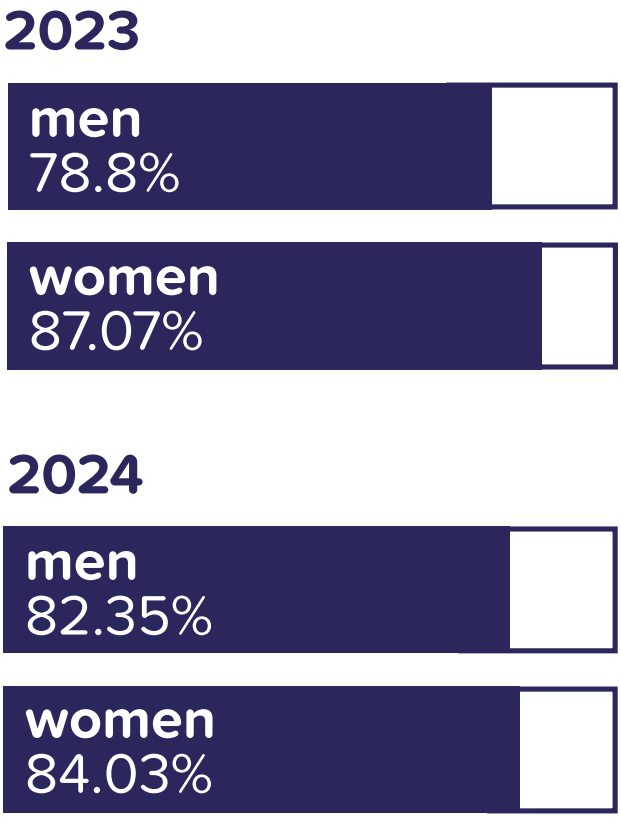
Median pay gap: 10.24%
(13.55% in 2022)

The proportion of men and women receiving a bonus payment

The mean bonus pay gap of 40.2%, has decreased from 43.7% in 2023.

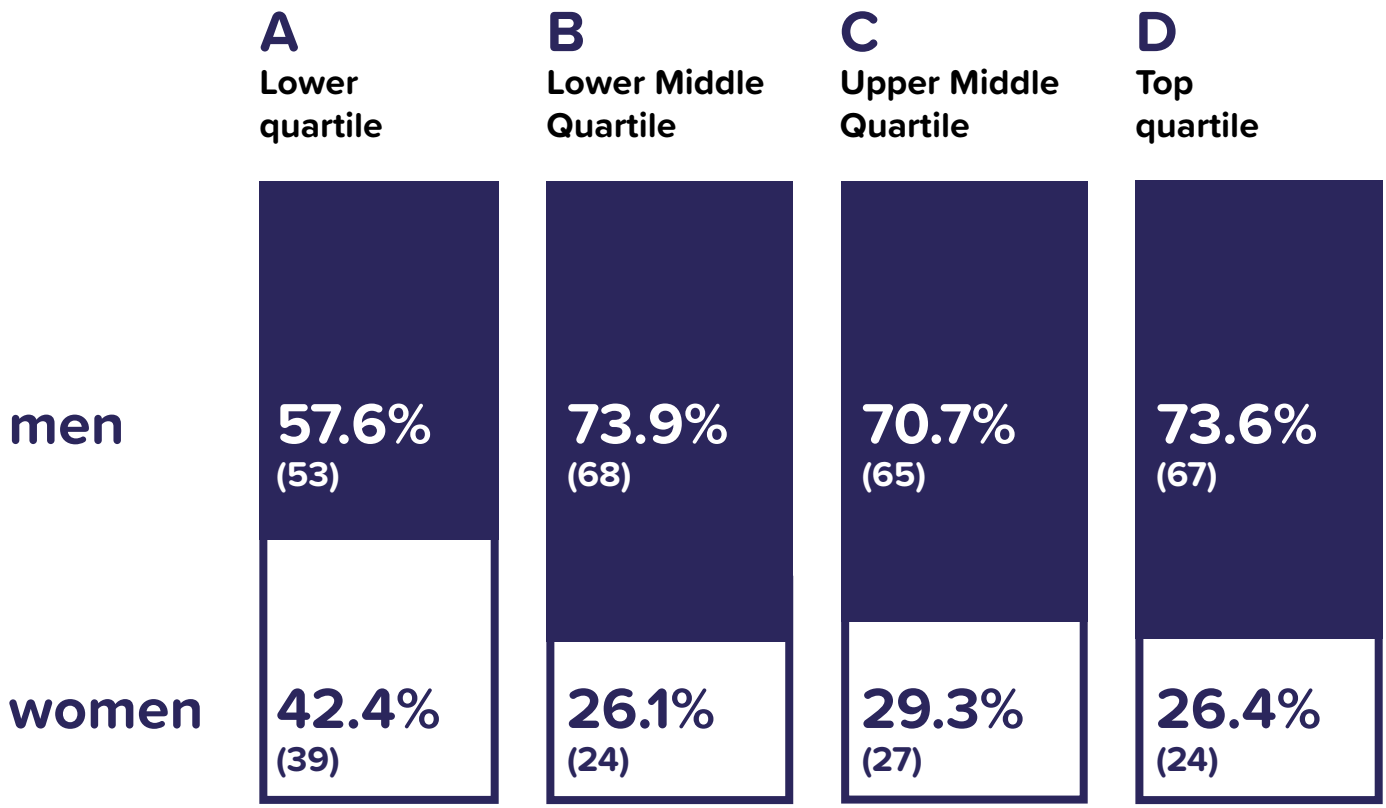
The median bonus pay gap is 9.32%, a decrease from 16.56% in 2023.





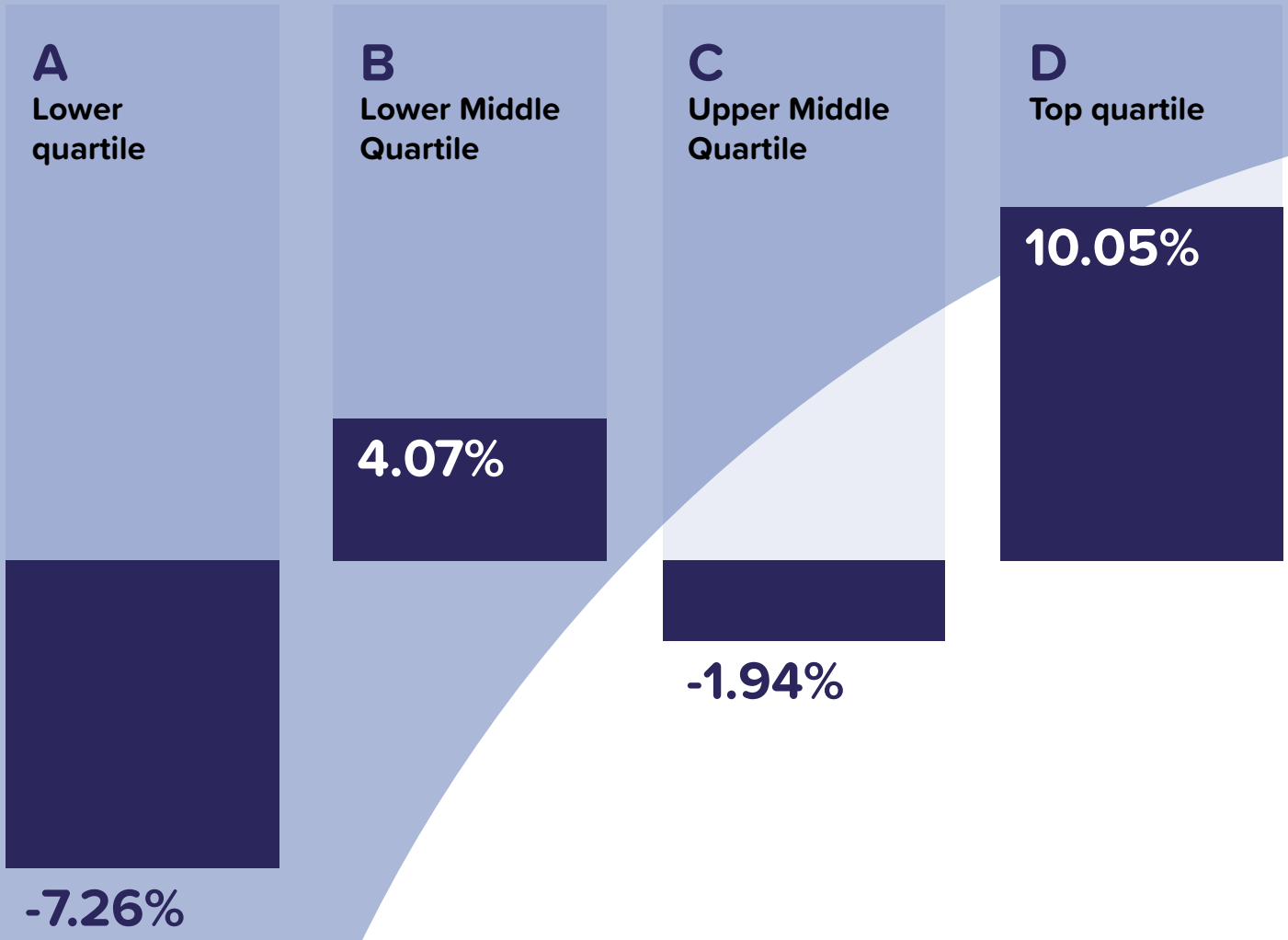
The proportion of men and women in each pay quartile

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

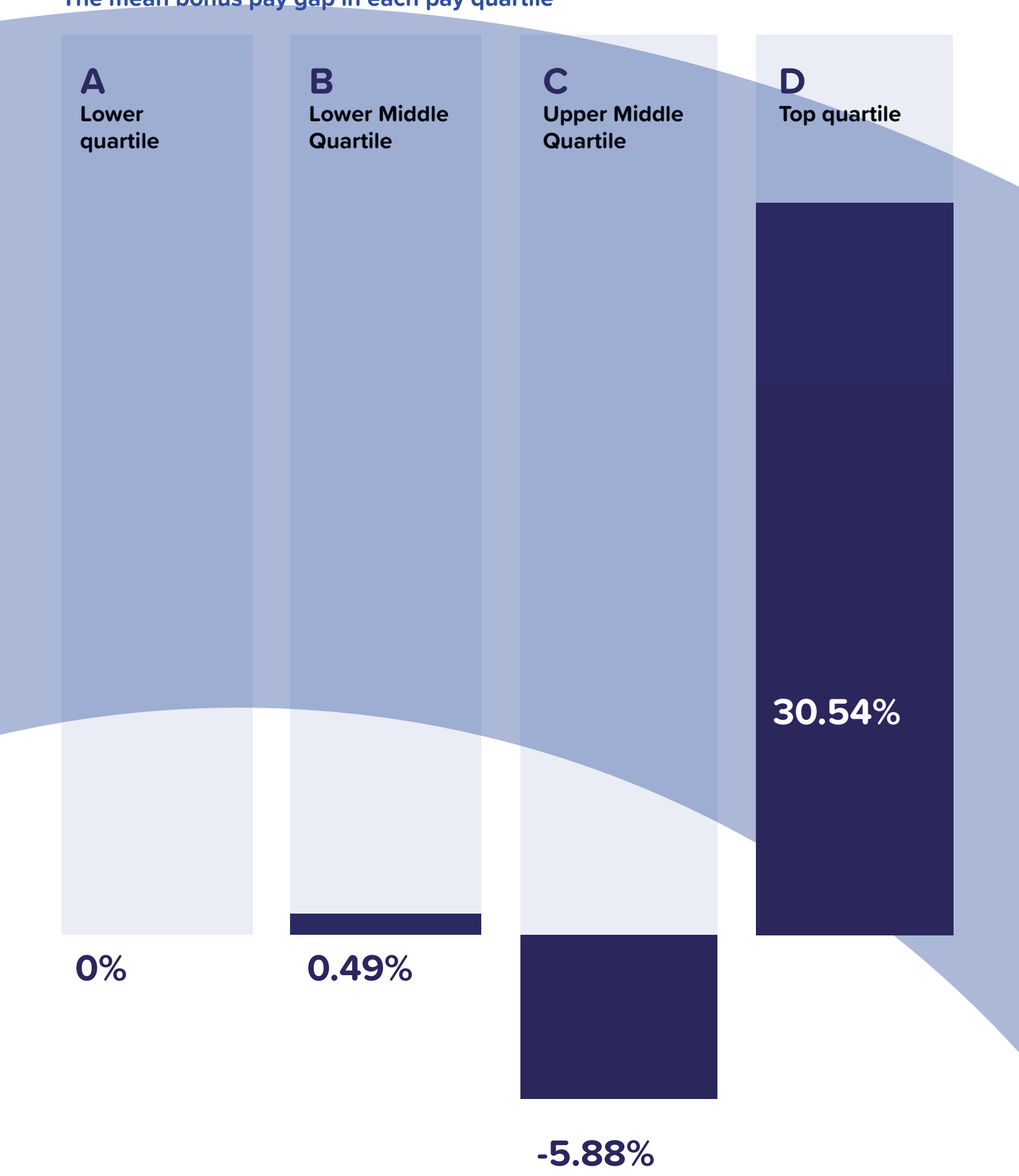


The mean gender pay gap in each pay quartile

Contribution of each quartile to the pay gap



The mean bonus pay gap in each pay quartile



Understanding the Gap

At Open GI, we are committed to fostering an inclusive and diverse workplace where all employees feel valued and supported. While the technology sector has historically been male-dominated, we are proud to have women represented at all levels of our business. Currently, 69% of our workforce is male, but we are actively working to create a more balanced environment.

We are pleased to report a significant reduction in our gender pay gap, which has decreased by **5.57%** compared to last year, bringing it down from 14.37% to 8.80%. This progress reflects our continued efforts to promote gender equity, and we remain dedicated to reducing this gap even further.

As is typical in a technology company, women make up approximately 42% of our workforce in Lower Quartile positions, while 26.37% of employees in the Top Quartile (which includes senior technology and

leadership roles) are women. Although this is an improvement, we recognise that there is still work to be done to achieve greater balance.

Encouragingly, the contribution of the Top Quartile to the gender pay gap has decreased by 7.87% over the past year, now standing at 10.05%. This improvement is largely due to more women stepping into senior roles, a trend we are committed to sustaining. While the addition of highly skilled male employees through a TUPE transfer has slightly offset this progress, the overall trajectory remains positive.

Our mean bonus pay gap has also improved, decreasing by 3.5% to 40.2%. This gap is most pronounced in the Top Quartile at 30.54%, but this represents a notable 14% reduction from the previous year. Since our performance-driven bonus scheme is based on a percentage of salary, the higher representation of men in senior roles influences this figure. Additionally, our Sales function - where bonuses and commissions form a substantial part of compensation - is currently composed of 82% men, further impacting the bonus pay gap.

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Our Action Plan

Improving gender diversity and inclusion remains a top priority at Open GI. Over the past year, we have introduced several initiatives to drive meaningful change:

> “
> Our DEI Network continues to meet regularly, shaping initiatives that promote a more inclusive workplace.

- **Diversity, Equity, and Inclusion (DEI) Network:** Established in 2023, our DEI Network continues to meet regularly, shaping initiatives that promote a more inclusive workplace. This year, the Network has focused on key areas including age, culture, and gender.
- **Employee Engagement:** In June 2023, we conducted a Diversity, Equity, and Inclusion employee survey to gain valuable insights into our workforce’s perspectives. Employees can also share feedback and ideas for improvement via our dedicated DEI intranet site.
- **Community Engagement:** We are proud to sponsor Worcester City Women Football Club, collaborating with them to advocate for gender diversity in sports and beyond. Of particular interest to us is the link between girls and women who play sport, and their career trajectories, with a greater proportion of girls playing sport at a young age moving into leadership roles in their adulthood.
- **Managerial Support:** We have developed a practical guide for managers with tips on fostering gender equality within their teams and empowering employees to thrive.

> “
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- **Workplace Support Initiatives:**
  - We observed Baby Loss Awareness Week with a company-wide campaign, including a heartfelt podcast where employees bravely shared their experiences. Additionally, we introduced a **Pregnancy Loss Policy and Manager Guidance** to support affected employees.
  - Our newly developed **Fertility Support Policy and Manager Guidance** ensures employees have the necessary support, including time off, as they navigate fertility treatments.
  - **Family-Friendly Benefits:** We continue to enhance our policies to support work-life balance. Eligible employees already receive six months' full maternity pay, and we have now introduced six weeks' full paternity pay to provide additional support for working parents.

> "We are committed to fostering a culture where everyone feels valued, heard, and empowered to be their true selves.

At Open GI, we firmly believe that diversity, equity, and inclusion are essential to a thriving and successful organisation. We are committed to fostering a culture where everyone feels valued, heard, and empowered to be their true selves. While we are proud of the progress we have made, we recognise there is always more to do, and we remain dedicated to driving positive change for our employees and the wider industry.

Simon Badley
Group CEO

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