



iomart Group plc

Gender Pay Gap Report 2022



iomart



Introduction

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

Female representation is a significant challenge for the technology sector as a whole, with recent reports outlining that just under a third of the staff working in roles across the sector are female. This trend is reflected within the iomart workforce with 14% (2021: 14%) of our roles occupied by females at our snapshot date. At iomart, we’ve been working really hard to bridge the gap, but we know we’ve still got a lot of work to do.

During this period, we started working with a special organisation called Empowering You. Empowering You aims to build an empowered community of diverse, authentic and confident leaders who can deliver transformational change in their organisation, industry or country. Specifically, they do a lot of work to empower female leaders in the technology industry making them a really good fit for what we want to achieve. The year to April 2022 marked the beginning of our partnership with the Empowering Women to Lead programme. Focused on engaging and inspiring female leaders in the technology sector, iomart served as a headline partner in the Digital Transformation programme providing mentorship, coaching, and role modelling to a cohort of future leaders.

Over the past couple of years, we have 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 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.

The measure of gender pay reflects the difference between the average earnings of men and women across a business, irrespective of the roles they perform and remuneration they subsequently receive. It is key to note that gender pay and equal pay are two separate metrics, as equal pay is reflective of paying male and females differently for performing the same role within a business.

In summary, whilst there is a gender imbalance within iomart, staff pay is not influenced by gender. We promote equality and associated staff reward irrespective of gender.

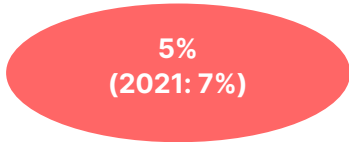


Gender Pay Report 2022

Our results – 5th April 2022

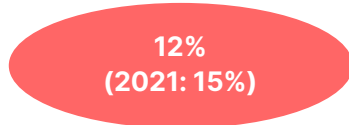
Hourly pay gap

Our data shows the difference between male and female earnings is 5% (median) or 12% (mean).



Median

The difference in the midpoints of the ranges of hourly rates of pay for male and female employees, by ordering the rates of pay from the lowest to highest and comparing the middle value.



Mean

The difference in average hourly rates of pay that male and female employees receive by taking all hourly rates of pay and dividing by the total number of employees in scope.

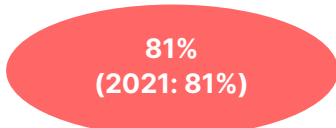
Bonus pay gap

Our data shows that the difference between male and female bonus earnings is 72% (median) or 81% (mean).



Median

The difference in the midpoints of the ranges of bonus pay that male and female employees receive.



Mean

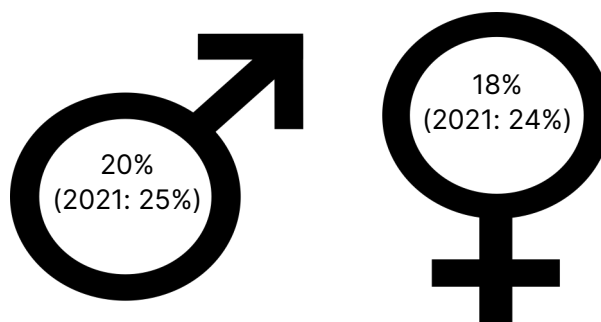
The difference in average bonus pay that male and female employees receive.

Whilst both metrics show that the average hourly pay for female employees continues to be lower than the equivalent metric for male employees, we are encouraged by the fact that each of these metrics, with the exception of the mean bonus pay gap which has remained consistent, have improved over the course of the year.

Reducing the gender pay gap will require both time and continued effort, however this is something iomart remains committed towards as the number of females in senior roles continues to grow within the sector.

Staff who received a bonus

Our data shows that 18% of females and 20% of males respectively received a bonus payment at the snapshot date.

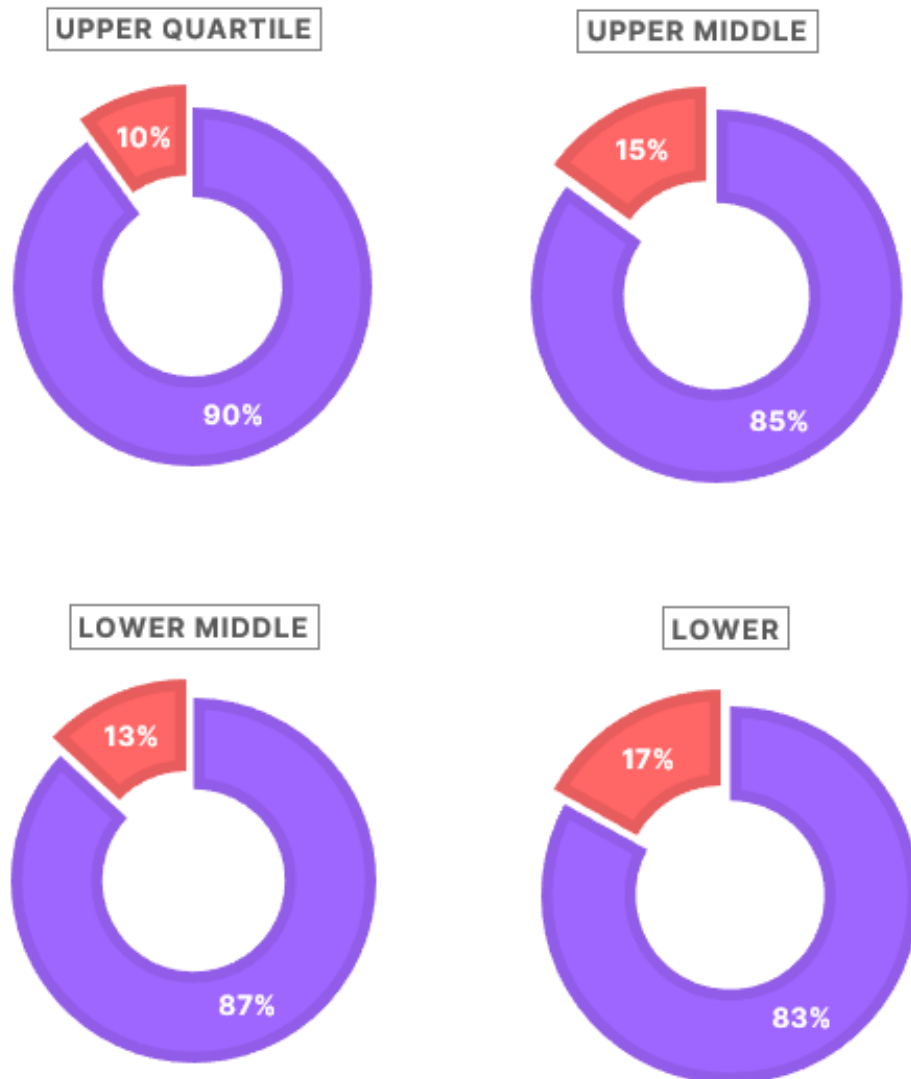


Pay quartiles

The following charts show the proportion of males and females in each pay quartile.

Quartile	Male %		Female %	
	2022	2021	2022	2021
Upper Quartile	90%	91%	10%	9%
Upper Middle	85%	85%	15%	15%
Lower Middle	87%	81%	13%	19%
Lower	83%	87%	17%	13%

The charts show that male colleagues have the largest weighting in each quartile, which is in part driven by the imbalance of male and female employees across the Group. We would have hoped for further progress in both the upper and upper middle quartiles at the current snapshot date although these are areas we are actively working on improving.



Future plans

For a second consecutive year, we are pleased to see a year on year reduction in both our mean and median gender pay gaps which is partially driven by the recruitment of females in senior roles within a number of areas of the business. Despite the improvement in these metrics, it is evident that work is still required within our pay quartiles with particular focus on the proportion of females in both the upper and upper middle quartiles.

We continue to develop our recruitment strategy focusing on bringing the right people into the business to diversify further. As referenced, we have in the past couple of years enhanced our benefits package, covering paternity, sick, adoption, and maternity leave. This will make iomart as a business more attractive to all employees.

Our partnership with Empowering Women to Lead programme continues to evolve and in 2022 we sponsored the Empowering Women to Lead Cyber Security cohort in the London and Southern England region. This programme is designed with the goal of developing a sustainable community of emerging female leaders in cyber security and information governance roles across the UK, whilst addressing the long-standing lack of women working within the sector. This programme also included four of our own staff members as we aim to ensure that we empower and facilitate their success.

At iomart, we're working really hard to bridge the gap, but we know we've still got a lot of work to do. We want to be accountable and as a business we are committed in doing something about it.

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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