

Ensono Gender Pay Gap Report 2024

This report follows our 2023 report and covers some of the long-term strategic goals the company has adopted along with details of our mean and median hourly gender pay gap as at the snapshot date of April 2024 and our bonus pay gap being the preceding 12-month period to the snapshot date (the difference between men and women’s mean and median bonus pay).

These are calculated using the mechanisms set out in the gender pay gap reporting legislation. The gender pay gap is an equality measure that shows the difference in average earnings between women and men. It does not show differences in pay for comparable jobs. Ensono is committed to providing equal pay for equal work.

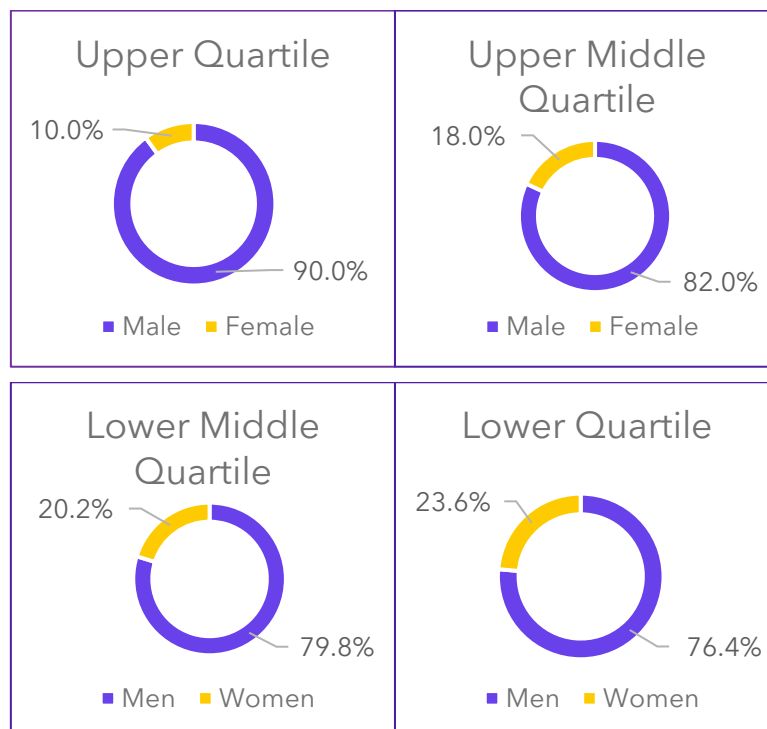
Our Gender Pay Gap Data

The Difference Between Men & Women

	Mean (average)	Median (middle)
Gender Pay Gap	16.28%	7.54%
Gender Bonus Gap	27.09%	12.93%

Proportion of men & women receiving bonus	
Male	93%
Female	94%

Proportion of Men & Women in Each Quartile Band



Understanding the Gap

The figures show that Ensono has a mean gender pay gap of 16.28% and a median gender pay gap of 7.54%. The mean gender pay gap has increased slightly from 15.79% reported in the prior year, however the median figure has decreased from 10.50% to 7.54%.

The key contributor of the decrease in the median gap figures is due to a reduction in overall headcount, where a number of associates left the company and were not replaced.

The mean bonus gap has decreased from 36.88% to 27.09% in the past year. This is broadly due to an increase in the rate of bonus paid to women as compared to men, over the past 12 months. However, in understanding the gap, a significant factor to note is that the mean bonus gap includes sales commission and that commissioned sales employees can earn a higher variable pay than other bonused employees; only 7% of this group are female, despite representing 18% of our total population.

The median gender bonus gap increased by 20% to 12.93%. Although women received a higher rate of bonuses compared to the previous year, their bonuses remain lower in value than those received by men. Both women and men are equally eligible for bonus unless on a leave of absence during that period. The number of women eligible from the prior year has increased by 5% and the number of men eligible from the prior year increased by 2.95%

The number of women in the upper pay quartile has increased by 2% and the upper middle by almost 1%. Whilst the lower middle has increased by just over 1%, there is a slight reduction in the number of women in the lower pay quartile.

The technology sector continues to face significant challenges to inspire more women to develop careers within the industry and our business is no exception to this, with our main reasons for our gender pay and bonus gaps being:

- An imbalance of men versus women generally within the organization.
- An imbalance of men versus women in senior and leadership roles.
- An imbalance of men versus women in senior technical or sales roles. These positions attract high levels of remuneration due to scarcity of skills or competitive markets.
- Very few early in career roles being recruited in the period.

What actions are we taking to close the gap?

We are committed to addressing our gender pay gap as part of a wider aim to make Ensono a diverse and inclusive workplace where women can thrive. To that end we continue with the following practices that assist this goal:

- Job levelling with market pay ranges to guide compensation planning.
- Eligibility for all employees to participate in an equity plan, thus strengthening our remuneration package offering and our position as an attractive long-term employer.
- Providing clearer opportunities for women to be promoted into management roles.

- Providing support and financial incentives for female employees returning to work after maternity leave.
- Menopause Café sessions with a trained menopause nurse to support female employees.
- Introduction of a UK Menopause Policy designed to educate on the importance of supporting women.
- Showcasing our female leaders and featuring their voices in our external marketing relative to IT and women in IT.
- Ongoing global support for “Ensono Women Connected” which actively drives diversity awareness and education across the whole company, showcasing some of our best female achievers and supports International Women’s Day and Women’s History month.
- Continual support and opportunities for female employees to attend conferences and seminars whilst recognising that they often have proportionately greater caring responsibilities than male employees.
- Our ‘ParentCloud’ platform continues to provide free help, advice, and webinars plus the opportunity to have 1:1 virtual advice sessions, on a variety of subjects from fertility, pregnancy, baby sleep patterns and breastfeeding to how to deal with teenage depression and eating disorders.
- Our family friendly culture is underpinned by policies and guidance implemented in support of all our working parents an example being we increased our paternity leave from 2 weeks to 6 weeks full pay.
- Providing ongoing diversity educating for managers including in relation to unconscious bias covering all aspects of the employee lifecycle.
- We offer a Sabbatical Program to employees with a minimum of 5 years’ service which affords the opportunity to prioritize wellbeing and allow time to disconnect from work and recharge. Employees may use the time for travel, relaxation, quality time with family and friends, volunteering, or working on personal goals. Sabbatical leave is available to all associates globally who have completed at least five years of continuous service at the time of their application. The leave is for 31 consecutive days and two weeks’ regular annual leave can be added on to the period of time off.

Statement Of Accuracy

I can confirm that the gender pay gap data contained in this report for 2024 has been calculated in accordance with and to comply with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jill Gates, VP Culture & People Experience, India & Europe