

Gender pay gap report for Inenco Group Limited

Snapshot Date: 5th April 2024

Inenco Group Limited is committed to promoting equality and diversity within our people. This report outlines our gender pay gap data as required by the UK Government's gender pay gap reporting regulations.

2. Gender Pay Gap Data

- **Mean Gender Pay Gap:** 12.7%
- **Median Gender Pay Gap:** 5.5%
- **Mean Bonus Gender Pay Gap:** 4.9%
- **Median Bonus Gender Pay Gap:** 0%
- **Proportion of Males Receiving a Bonus:** 34%
- **Proportion of Females Receiving a Bonus:** 33%

3. Pay Quartiles

The proportion of males and females in each pay quartile is as follows:

- **Upper Quartile:** 65% Male, 35% Female
- **Upper Middle Quartile:** 51% Male, 49% Female
- **Lower Middle Quartile:** 46% Male, 54% Female
- **Lower Quartile:** 56% Male, 44% Female

4. Analysis and Commentary

Looking at the pay quartiles in particular, the proportion of female employees is highest in the lower middle quartile (54%) and lowest in the upper quartile (35%). This then is reflected in the opposite way looking at the male data, where the proportion of male employees is highest in the upper quartile (65%) and lowest in lower middle quartile (46%). This shows a noticeable trend where male employees are more prevalent in the highest pay band, while female employees are more prevalent in the lower and middle pay bands.

It is often the societal and cultural norm for women to take time out of their careers to care for their children or take on additional care giving responsibilities for other family members. This can often result in slower salary progression for female employees while their male counterparts might remain on the career ladder, increasing salary year on year. IGL believes that the workplace should offer an environment that women who have had children feel safe to return to; and by safety we mean financial security and the protection of work life

balance, which promotes a healthy home life and productive work life combined. The move to a progressive flexible working model 'Balance Time' has been put in place to allow all of our employees to manage home and work life. In particular, parents should be able to benefit from this and our aim is to encourage mothers to return to work after maternity leave in a supportive environment, that fulfils their career and salary ambitions as well as being a parent.

There can often be unconscious bias affecting recruitment, promotion and pay decisions which is an area we take seriously, as this could lead to female employees being underrepresented in higher paying roles.

Often female candidates will avoid applying for a new role (internally or externally) if they do not meet 100% of the criteria on the job description, while males might apply regardless. To address this, we will specifically add in to each job description a sentence that encourages candidates to apply if they feel they can do the job but do not meet 100% of the stated criteria.

We also look at the traditionally more male oriented roles attracting higher salaries and actively seek to recruit more females into these. Providing training to managers and leaders on unconscious bias and the effect on decision making will go some way to address this.

5. Actions to Address the Gender Pay Gap

We are committed to closing the gender pay gap and in summary from the commentary above, our actions are to promote the Balance Time flexible working policy and make IGL a genuinely family friendly workplace where female employees with children can thrive and develop their careers. In addition, we will ensure our job adverts are scripted to encourage female applicants who might otherwise be hesitant to apply despite having the skills and knowledge. We commit to providing training to senior managers and leaders around unconscious bias when making decisions around promotions, recruitment and pay.

6. Conclusion

We recognise the importance of transparency and accountability in addressing the gender pay gap. We will continue to monitor our progress and take necessary steps to promote gender equality within our organisation.



Victoria Zawistowicz

Director of People and Culture

2nd April 2025