

2021



GENDER PAY GAP REPORT

INTRODUCTION



Valerie Rees, Chief People Officer, Alcumus

At Alcumus, we put our people at the ‘heart’ of everything we do, delivering our people strategy with the ultimate aim of making Alcumus a great place to work for everyone. The Alcumus Board and Senior Management Team are committed to improving the gender balance across all levels in our business.

Our reported gender pay gap figures for 2021 report that our pay gap worsened by 3 points compared to 2020. Our aim remains to close our pay gap over the coming years having made overall improvements since we first started reporting our figures in 2017.

Equal pay - We support equality through equal pay and are confident that men and women are paid equally for doing the same roles in Alcumus; however the fact that there are currently more men than women in senior roles creates a gender pay gap.



“ I CONFIRM THE ACCURACY OF OUR GENDER PAY GAP FIGURES FOR 2021. I AM DISAPPOINTED TO SEE THE GAP WIDEN LAST YEAR AFTER TWO CONSECUTIVE YEARS OF PROGRESS AND REMAIN CONFIDENT THAT WE WILL SEE PROGRESS IN THE COMING YEARS. I AM FULLY COMMITTED TO ACTIONS THAT WILL IMPROVE OUR GENDER PAY GAP AND RECOGNISE THAT WE STILL HAVE MORE TO DO TO ACHIEVE SUSTAINABLE CHANGE.

Alyn Franklin, Chief Executive Officer, Alcumus

” *Alyn*

UNDERSTANDING THE GENDER PAY GAP

Distinct from the concept of equal pay, the required UK Gender Pay Gap reporting shows the difference between the average hourly wage of men and women in an organisation.

If women do more of the lower paid jobs within an organisation than men, the gender pay gap is usually bigger. The mean (average) pay gap is the difference between the average hourly earnings of all men and women.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample in order from lowest to highest, and picks the middle-most salary.

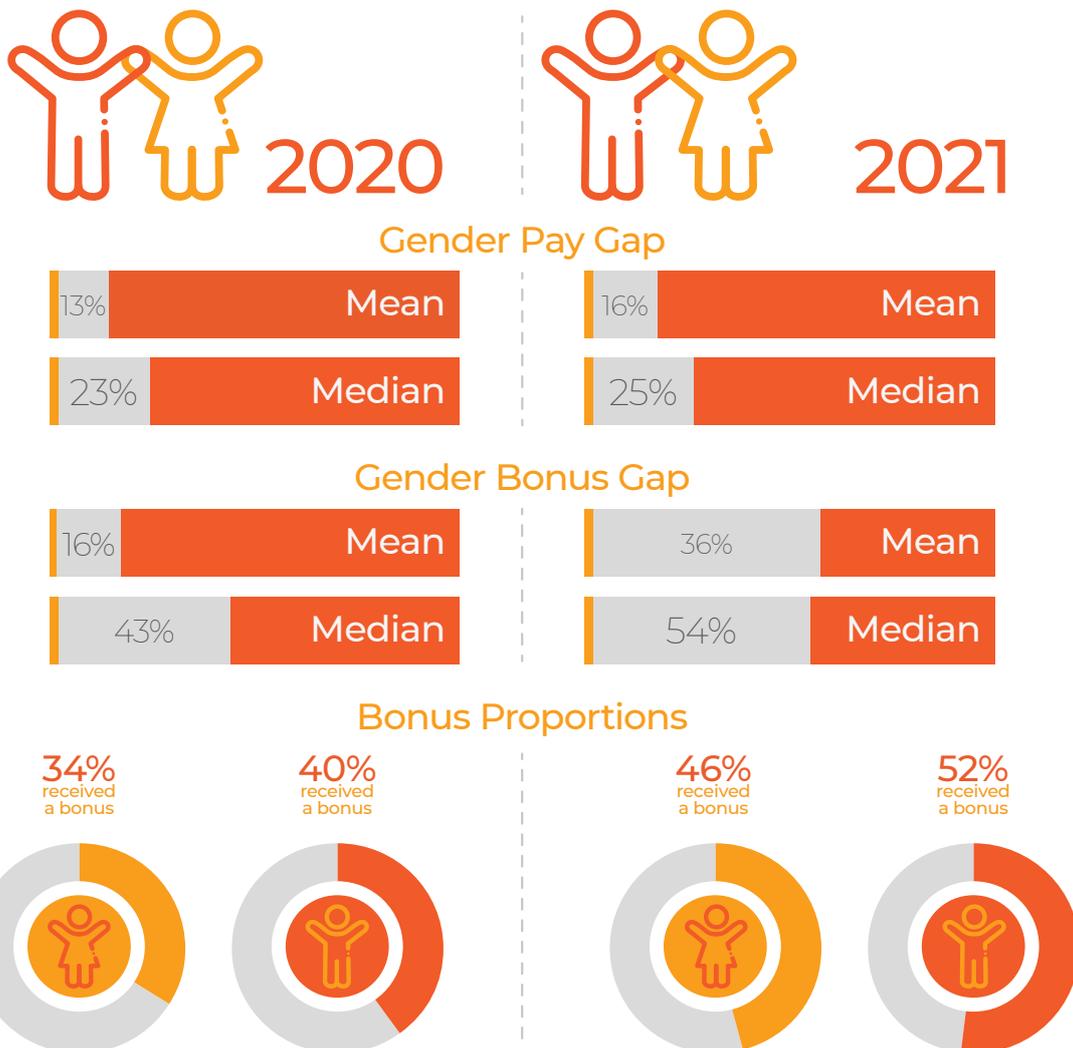
OUR RESULTS

The following information demonstrates our mean and median hourly gender pay gap, at the snapshot date of April 2021.

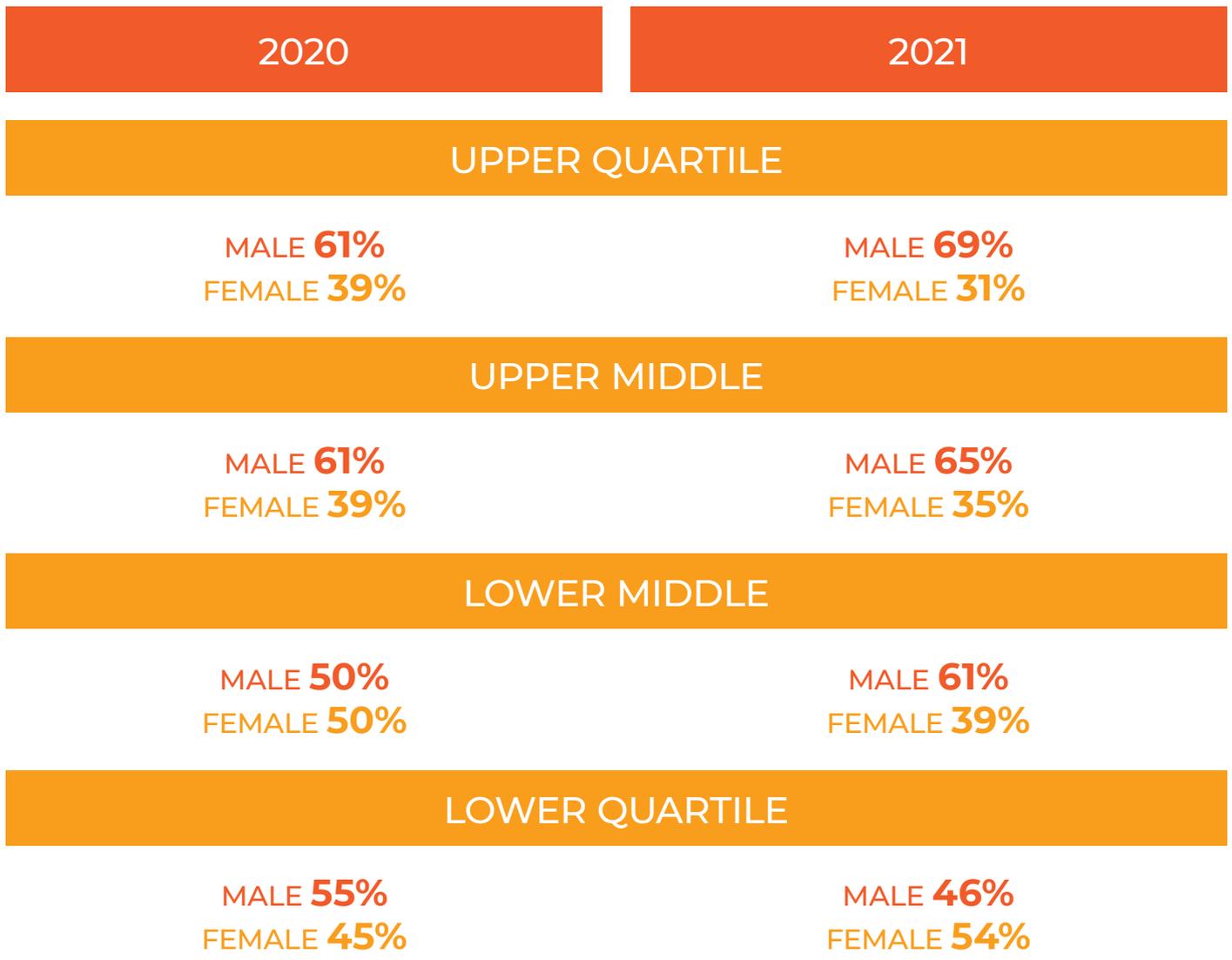
We recognise that reducing the pay gap is not a quick fix and that it will take some time to close the gap as we implement long term action plans to deliver sustainable change.

Our reported figures show that the mean pay gap widened by 3 points to 16% compared to 13% in 2020.

The median pay gap widened by 2 points to 25% compared to 23% in 2020.

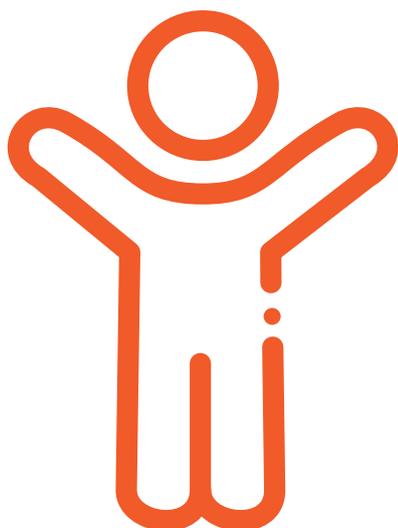


QUARTILE BANDS



GENDER BALANCE

Reported headcount at the April 2021 snapshot.



ALCUMUS UK EMPLOYEES

311

208

LEADERSHIP TEAM

4

4

SENIOR MANAGEMENT

16

7

MANAGEMENT

191

96

NON MANAGEMENT

100

101



2021 REPORTED PAY GAP WIDENS BY 3% COMPARED TO 2020

GENDER BALANCE IMPROVEMENT IN QUARTILE PAY BANDS

31% of women were in our upper quartile pay band compared to 39% in 2020. We also saw reductions in the number of women in the upper middle pay band at 35% compared to 39% in 2020. Whilst there continues to be an imbalance in the upper pay bands, our two business units were led by women in April 2020 and a number of our central group functions were led by women including, Human Resources and Legal. However this was still offset by more men than women in the upper pay bands.

The reported pay gap figures take into account the acquisition of one company during the time period increasing the number of men at a higher pay level in the company.



We continue to identify opportunities to improve our gender balance which will reduce the gender pay gap in our business

GENDER IMBALANCE IN NON-MANAGEMENT ROLES

The number of women in our nonmanagement roles increased by 3 compared to males increasing by 18, giving at 50% in each group for the first time since pay gap reporting. However the increase of men on higher salaries in this group widened the pay gap.

GENDER IMBALANCE IN BONUS PAYMENTS

There were various bonus and commission schemes in place, from monthly sales bonuses to annual schemes based on business performance. The mean bonus gap widened by 20 points to 36% and the median gap widened by 9 points to 54% due to more men than women being in bonus schemes and men receiving larger bonus payments.

REDUCING OUR GENDER PAY GAP

Achievements in the last twelve months to April 2021.

The twelve months to April 2021 was an extraordinary time as people and businesses coped with the impact of Coronavirus.

Alcumus initiated a working from home in March 2020 model enabling all employees to continue working whilst also supporting family commitments, including home schooling.

In February 2021, Alcumus introduced a 'work your way policy', designed to offer flexible working for all employees. This promotes the personal and wellbeing benefits of working from home, the office, or a hybrid option, enabling employees to balance work and home commitments. This policy benefits all employees in Alcumus

GENDER PAY GAP
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