

2022



# GENDER PAY GAP REPORT

# INTRODUCTION

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**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 for 2022 improved by 2 points compared to 2021. 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 2022. I am pleased we have made a reduction in our pay gap and am confident we will continue to see progress in the coming years. I am particularly delighted with the new appointment of a Chief Transformation Officer in February 2022 who is female and plays a key role in the senior leadership of our business. For the first time we have a senior team that has 50% women which is great progress. I am fully committed to actions that will continue to improve our gender pay gap and recognise that we have more to do to achieve sustainable change.

”

**Alyn Franklin**, Chief Executive Officer, Alcumus

A handwritten signature in black ink, appearing to read '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.

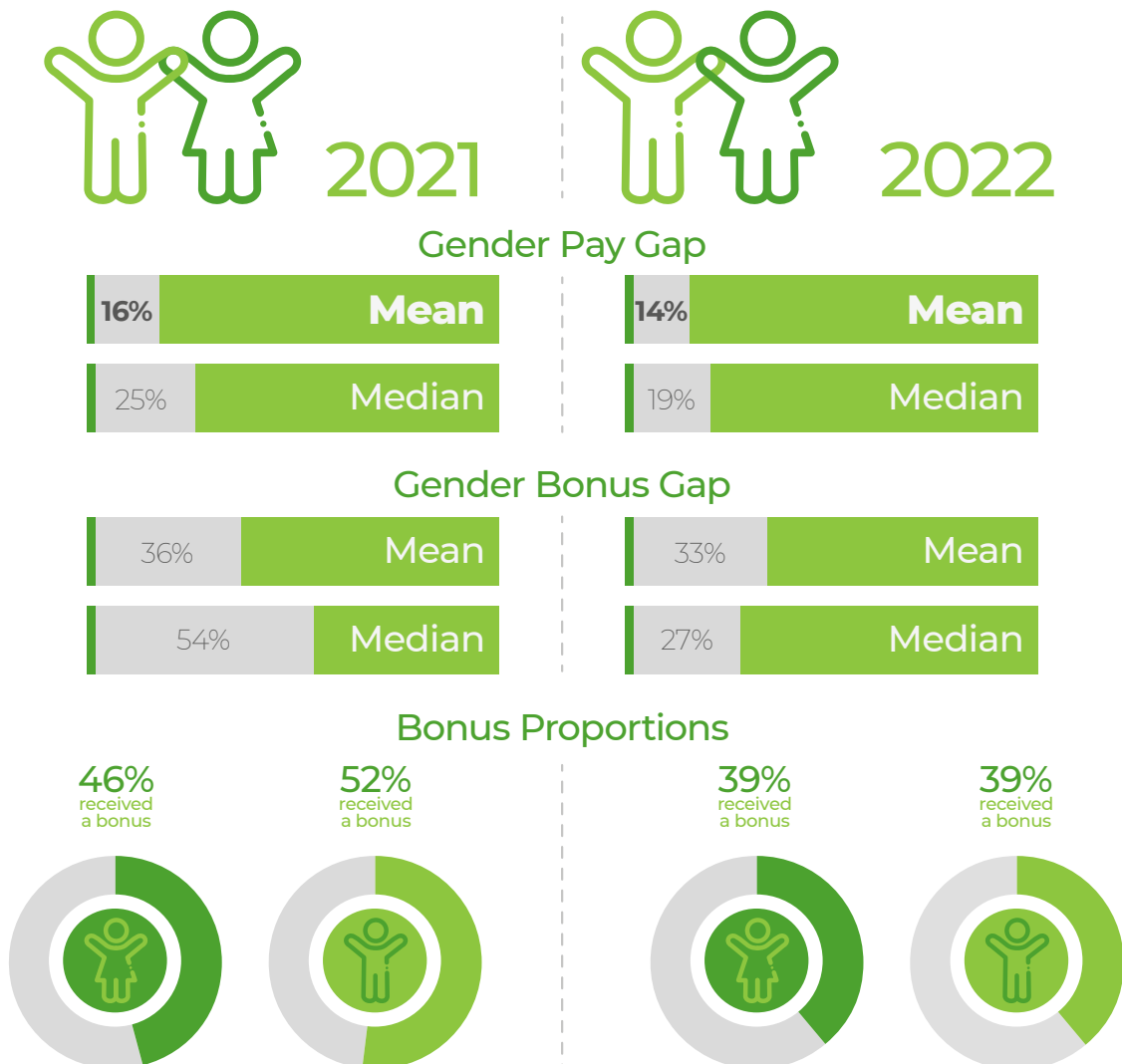
## OUR RESULTS

The following information demonstrates our mean and median hourly gender pay gap, at the snapshot date of April 2022.

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 reduced to 14% compared to 16% in 2021.

The median pay gap reduced by 6 points to 19% compared to 25% in 2021.



# QUARTILE BANDS

2021

2022

## UPPER QUARTILE

MALE **60%**  
FEMALE **31%**

MALE **61%**  
FEMALE **39%**

## UPPER MIDDLE

MALE **65%**  
FEMALE **35%**

MALE **62%**  
FEMALE **38%**

## LOWER MIDDLE

MALE **61%**  
FEMALE **39%**

MALE **52%**  
FEMALE **48%**

## LOWER QUARTILE

MALE **46%**  
FEMALE **54%**

MALE **58%**  
FEMALE **42%**



# GENDER BALANCE

Reported headcount at the April 2022 snapshot.



359

255

ALCUMUS UK EMPLOYEES

4

4

LEADERSHIP TEAM

13

7

SENIOR MANAGEMENT

214

120

MANAGEMENT

117

124

NON MANAGEMENT



## 2022 REPORTED PAY GAP REDUCES BY 2 POINTS COMPARED TO 2021

### GENDER BALANCE IMPROVEMENT IN QUARTILE PAY BANDS

39% of women were in the upper quartile pay band compared to 31% in 2021. The number of women in the upper middle pay band increased to 38% compared to 35% in 2021. There was a reduction of women in the lower quartile pay band to 42% from 54% in 2021.

The two UK business units were led by women in April 2021 and a number of women lead central functions and commercial teams across the business including Human Resources, Legal, Product and Finance.

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

Women in senior leadership roles  
For the first time the number of women in senior roles is more than men. The CEO leads a UK team of 6 with four of them being women. The newest appointment of a female Chief transformation officer is a key appointment for the business.

### GENDER IMBALANCE IN BONUS PAYMENTS

The mean bonus gap improved by 3 points to 33% compared to 36% in 2021 and the median gap improved to 19% from 25% in 2021.

### REDUCING OUR GENDER PAY GAP

**Achievements in the last twelve months to April 2022.**

Our 'work your way policy' is now well embedded in the company offering 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



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