

# Gender Pay Gap Report

## 2019

As an organisation with over 250 employees, Siamo Group is required to disclose its Gender Pay Gap and Bonus Gap information as at 5 April 2019.

In this report, we will show the mean and median gender pay gap, the mean and median gender bonus gap, the percentage of men and women receiving bonus, the percentage of men and women in each of the four quartiles and the comparison between our 2018 and 2019 figures.

### Result

The gender pay gap and bonus gap below were calculated as the difference between men's and women's hourly earnings/annual bonus as a percentage of men's hourly earnings/annual bonus.

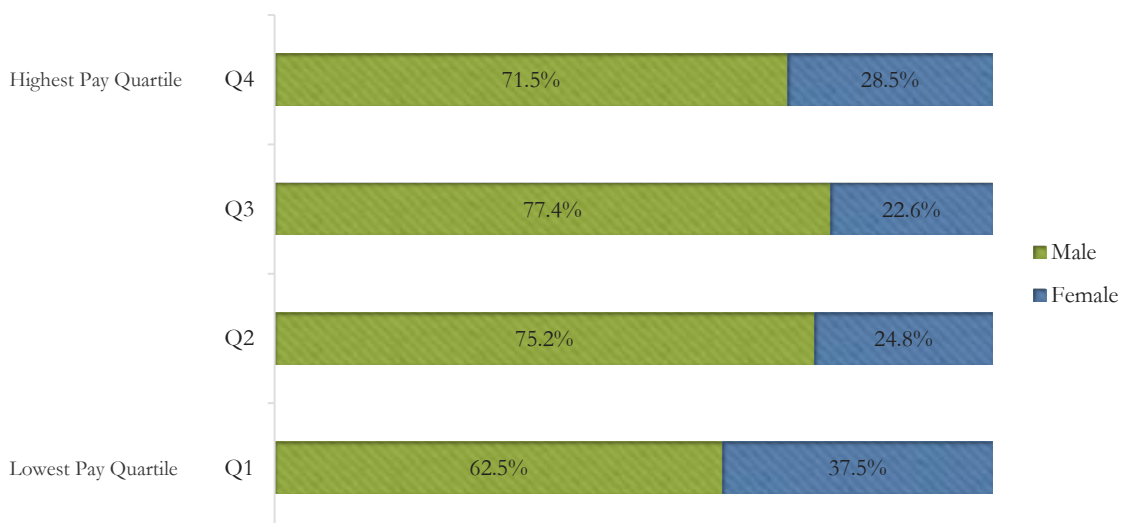
- GENDER PAY GAP AND BONUS GAP

	Median	Mean
<b>Gender Pay Gap</b>	0.8%	-1.7%
<b>Gender Bonus Gap</b>	47.1%	20.7%

- PERCENTAGE OF MEN AND WOMEN RECEIVING BONUS

<b>Male</b>	2.1%
<b>Female</b>	6.4%

- PERCENTAGE OF MEN AND WOMEN SITTING IN EACH PAY QUARTILE



- COMPARISON OF 2018 AND 2019

	2019		2018	
	Median	Mean	Median	Mean
<b>Gender Pay Gap</b>	0.80%	-1.70%	2.50%	-1.50%
<b>Gender Bonus Gap</b>	47.10%	20.70%	58.40%	47.50%

## Summary

Siamo's gender pay gap for 2019 has a median of 0.8% which is significantly lower than the provisional national gender pay gap 17.3%. (Office of National Statistics, 2019). Here we only discussed the median figure as the mean can be skewed by a small number of highly paid individuals.

In addition to the better performance than the national average, we also made a progression inside our own business. Our gender pay gap narrowed from 2.50% in 2018 to 0.80% in 2019 and our gender bonus gap narrowed from 58.40% in 2018 to 47.10% in 2019. This shows that the actions we took last year such as enhancing our recruitment process to ensure an equal opportunity to both genders have worked.

The gender profile on the snapshot day 05/04/2019 is 72% men and 28% women. This is roughly in line with the percentage of men and women in each pay quartile. However, we did have a larger number of women sitting in the lowest pay quartile, this indicates the higher representation of women in lower paid roles. The key factor leading to this result is that there tends to be more women working in part time roles whilst men are taking on supervisory roles and working evenings/weekends shifts that have a higher hourly pay rate. Having said that, the percentage of women sitting in the highest pay quartile has increased from 24.2% in 2018 to 28.5% in 2019. This is a result of an increase in the number of women in the senior management positions.

## Future Improvement

As a business putting its people first, Siamo is not complacent with the current result of our gender pay gap although it is well below the national average. Following the above analysis, we understand that our gender pay gap mainly comes from the lower representation of women in highly paid roles and the lower percentage of women receiving bonus. Therefore, we will take the following actions in order to narrow down our gender pay gap further.

- Continue to enhance the recruitment process to ensure equality of opportunity in highly paid roles to both genders.
- Re-structure the performance evaluation system to ensure transparency to the process so that all staff can be rewarded correctly irrespective of gender.

## Bibliography

Office of National Statistics (2019). *Gender Pay Gap 2019 Provisional*. Total Table 1.12- For all employee jobs.

I confirm that the information provided is accurate and was calculated using the methods as set out in the gender pay gap reporting legislation.

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