



#WeAreExclusive



# Exclusive Networks Ltd Gender Pay Gap Report 2024

**Transparency, Progress  
and Commitment**



# Introduction

**At Exclusive Networks, equality, transparency, and fairness form the foundation of our workplace culture**

**This report presents our gender pay gap data as of April 5, 2024, providing a clear snapshot of our current position and the ongoing actions we are taking to foster an inclusive, equitable environment for all employees**





# Understanding the Data

**Our analysis includes all employees receiving their usual full basic pay on the snapshot date, excluding those on leave or who recently joined or left.**

**The data covers ordinary pay components—basic salary, allowances (such as first aider, fire warden, and car allowance), on-call payments, and other pay elements—as well as bonus payments within the relevant pay period (April 1 to April 30, 2024)**

**Total Full Pay Relevant Employees: 328**





# Gender Pay Gap Findings

## ► Ordinary Pay

Mean (average) pay gap: Women earn 40% less than men

Median pay gap: Women earn 31.8% less than men

## ► Bonus Pay

Bonus receipt: 93.7% of men and 92.9% of women received a bonus.

Mean bonus pay: Women receive an average of £6,331, while men receive £17,464.

Median bonus pay: Women's median bonus is £4,963 compared to men's £7,656.

### **Please note:**

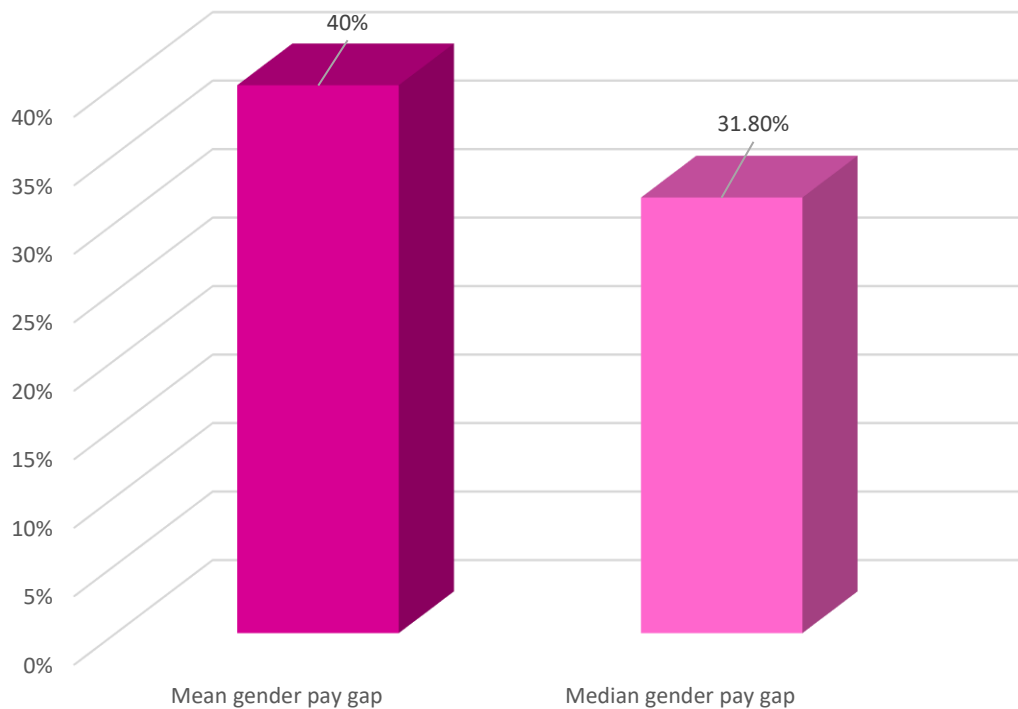
Bonus payments reported include commission and other variable pay components. Because not all employees are on the same bonus structure (for example, some no longer receive a flat 10% bonus), the amounts can vary significantly across roles and individuals. This variability can contribute to the observed disparities and should be taken into account when interpreting the data





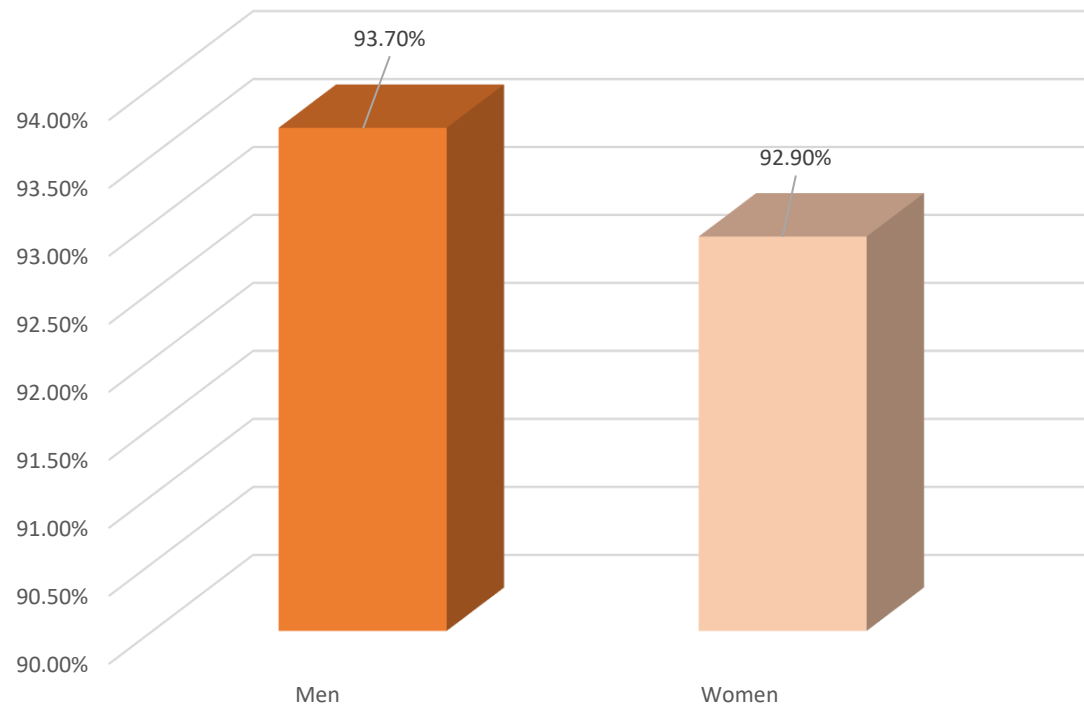
# Gender Pay Gap Findings

## Ordinary Pay



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## Bonus Pay



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92.9% of women received a bonus



# Key Insights

- ▶ While our data highlights a significant gender pay gap, where women earn substantially less on average than men, it's important to consider the context behind these figures
- ▶ Bonus payments include commissions and other variable components, which can vary widely depending on role, seniority, and individual performance. Not all employees are on a standard 10% bonus scheme anymore, so the bonus landscape is diverse and evolving
- ▶ This variability means that while the gap is real, it also reflects differences in job roles and compensation structures rather than a simple one-size-fits-all comparison. Recognizing this complexity helps us focus our efforts on equitable pay practices tailored to different roles, ensuring fairness across the business
- ▶ The identified pay gap is not necessarily due to unequal pay for the same work, but rather factors like tenure, experience, and gender distribution within various business areas
- ▶ The higher pay gap figures can be attributed to the concentration of women in lower and lower-middle pay quartiles





# Our Commitment to Change

**At Exclusive Networks, we are optimistic about the progress we can make toward closing the gender pay gap. We recognize the complexity of bonus structures and pay variability, and we are committed to refining our compensation frameworks to be as transparent and equitable as possible.**

## **Our approach includes:**

- ▶ Reviewing pay and bonus structures: To ensure they reward performance fairly while being sensitive to the different roles and working patterns across our teams
- ▶ Supporting career growth: Offering targeted development programs to increase women's representation in roles with higher bonus potential
- ▶ Enhancing transparency: Providing clear communication about how pay and bonuses are determined to build trust and understanding
- ▶ Continuing dialogue: We will actively seek input from employees across all levels to inform our ongoing efforts and adapt our strategies effectively
- ▶ By addressing these challenges head-on, we are confident that Exclusive Networks will foster an inclusive environment where everyone's contribution is valued and rewarded fairly



# Looking Forward

**Closing the gender pay gap is a journey, not a destination. We will continue to monitor these metrics transparently and hold ourselves accountable for measurable progress**

**By investing in equity and inclusion, Exclusive Networks aims to improve employee morale, boost innovation and productivity, and reduce risk—ensuring our company is a place where every employee can succeed**







# Conclusion

**Addressing the gender pay gap is not only a legal requirement but also a moral imperative**

**By fostering an inclusive and equitable workplace, we aim to improve morale, retention, innovation, productivity, and reduce legal risks**

**We will continue to monitor our progress and take proactive steps to ensure equality for all employees**

