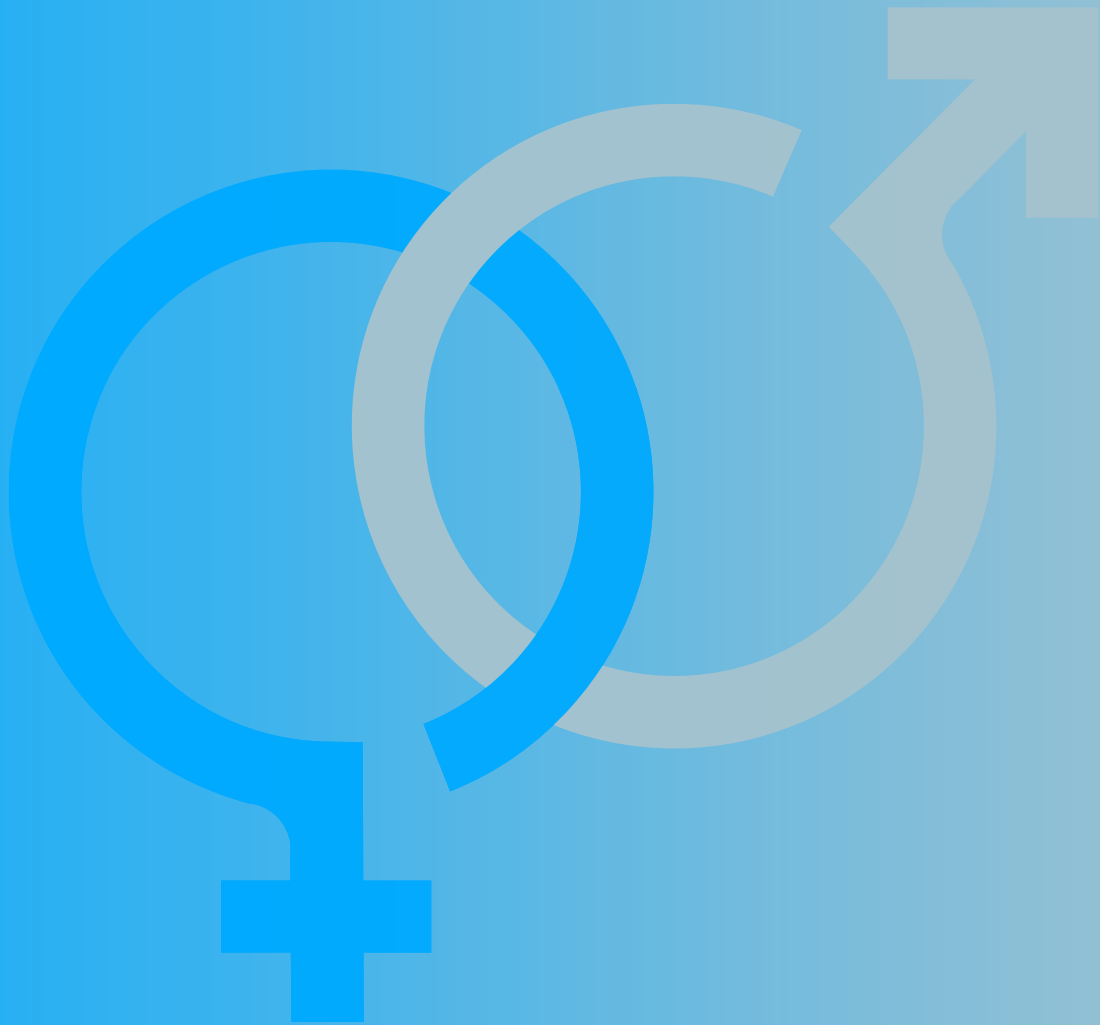


Gender Pay Gap Report

Newable Limited

5th April 2022



Newable

Background

This is the fifth year that we are voluntarily reporting on our Gender Pay Gap.

Newable Ltd does not meet the 250-headcount threshold; however, we are committed to taking a proactive approach and see this as an opportunity to build stronger relationships with our staff and stakeholders through openness and transparency as well as demonstrating our commitment to do better as part of our on-going commitment to the principles of diversity, inclusion, and equality.

All the gender pay information in this report relates to Newable Ltd and does not include other companies within the Group.

The report that follows shows the difference between the average earnings of men and women, expressed relative to men's earnings. There are six different measures to report on, based on a snapshot of pay data on a set date (5 April) set out by the Government Equalities office:

- **Median gender pay gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- **Mean gender pay gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- **Median bonus gap** – the difference between the median bonus pay paid to male employees and that paid to female relevant employees
- **Mean bonus gap** – the difference between the mean bonus pay paid to male employees and that paid to female relevant employees
- **Bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **Quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle, and upper quartile pay bands.

Calculating the mean: If we add together all the hourly pay rates that women earn, divided by the number of women in Newable, and then compare that with the same calculation for men, we get the mean gender pay gap.

Calculating the median: If we rank all our people by their hourly pay rate, and then compare what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received, we get the median gender pay gap.

Headlines about the Gender Pay Gap tend to focus on the median figure as it dampens the impact of extremes and therefore is thought to be the most representative measure for gender pay gap reporting; however, it is important to report all of these measures as each one tells you something different about the underlying causes of the gender pay gap. For example, if there is a significant difference between the mean and median pay gap, this indicates the dataset is skewed by a group of very high earners (making the mean bigger than the median) or vice versa. Taking a snapshot of this data on a set date gives a level playing field for all organisations; although this can also hide the fluidity of gender pay gaps which can fluctuate from month to month and across pay quartiles depending on changes to our headcount.

All figures calculated in this report are on the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The report

Gender pay gap by hourly rate

	Men	Women	Difference	Apr. 2022 vs Apr. 2021
Mean	£36.61	£29.19	20.2%	12.9% points lower
Median	£29.49	£26.56	9.9%	4% points higher

This table shows the mean gender pay gap figure has decreased to 20.2% (12.9% points lower than FY21); however, the median gender pay gap figure has increased to 9.9% (4% points higher than FY21).

Gender bonus gap

	Men	Women	Difference	Apr. 2022 vs Apr. 2021
Mean	£3,419.44	£3,886.41	-13.6%	60.3% points lower
Median	£2,305.00	£1,848.00	19.8%	7% points higher

This table shows the mean gender bonus gap for Newable has decreased to -13.6% (60.3% points lower than FY21) compared to the median gender bonus gap of 19.8% (7% points higher than FY21). It should be noted that the mean gender bonus gap figure comparison to the previous year is skewed as the Executive Directors gave up their bonus entitlement during the covid pandemic.

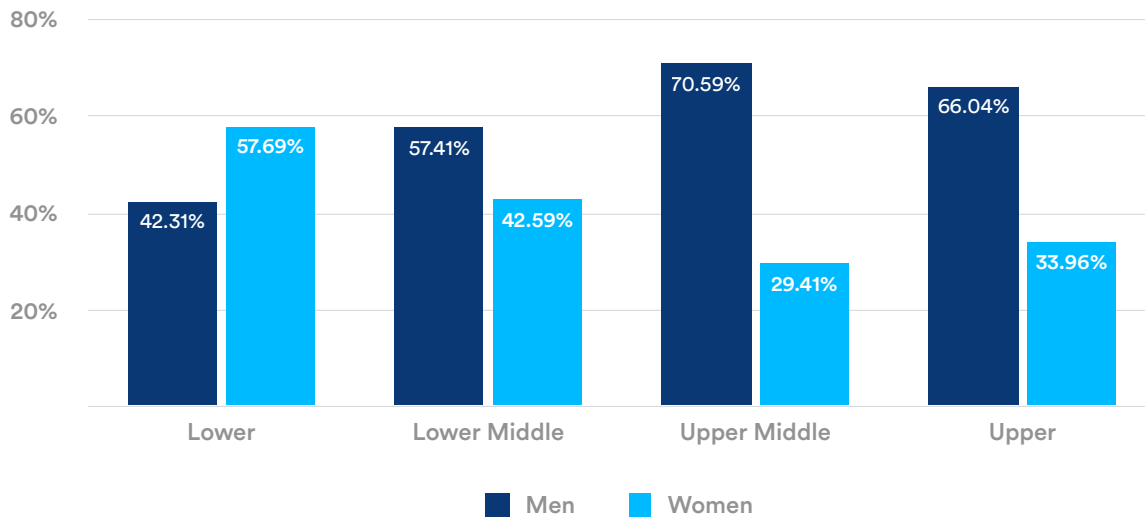
Bonus Proportions

	Men	Women
Number receiving bonus	89 out of 121	69 out of 84
Proportion receiving bonus	73.5%	82.1%

This table shows the proportion of men at Newable who received a bonus for the FY22 was 73.5% while for women, this was 82.5%. It should be noted that these figures are influenced by staff joining and leaving the business during the reporting period as all staff at Newable are eligible to receive a bonus payment if the business can afford to do so. The only exception to payment is if an individual is in receipt of a disciplinary warning.

Proportion of men and women per pay quartile

	Lower		Lower Middle		Upper Middle		Upper		Headcount	
Men	22	42.31%	31	57.41%	36	70.59%	35	66.04%	124	59.05%
Women	30	57.69%	23	42.59%	15	29.41%	18	33.96%	86	40.95%



This shows the gender pay quartiles for Newable's employees based on hourly pay rates, with lowest-paid 25% of employees (the lower quartile) to the highest-paid 25% (the upper quartile). For there to be no gender pay gap, there would need to be an equal ratio of men to women in each quartile.

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Newable is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying individuals equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:

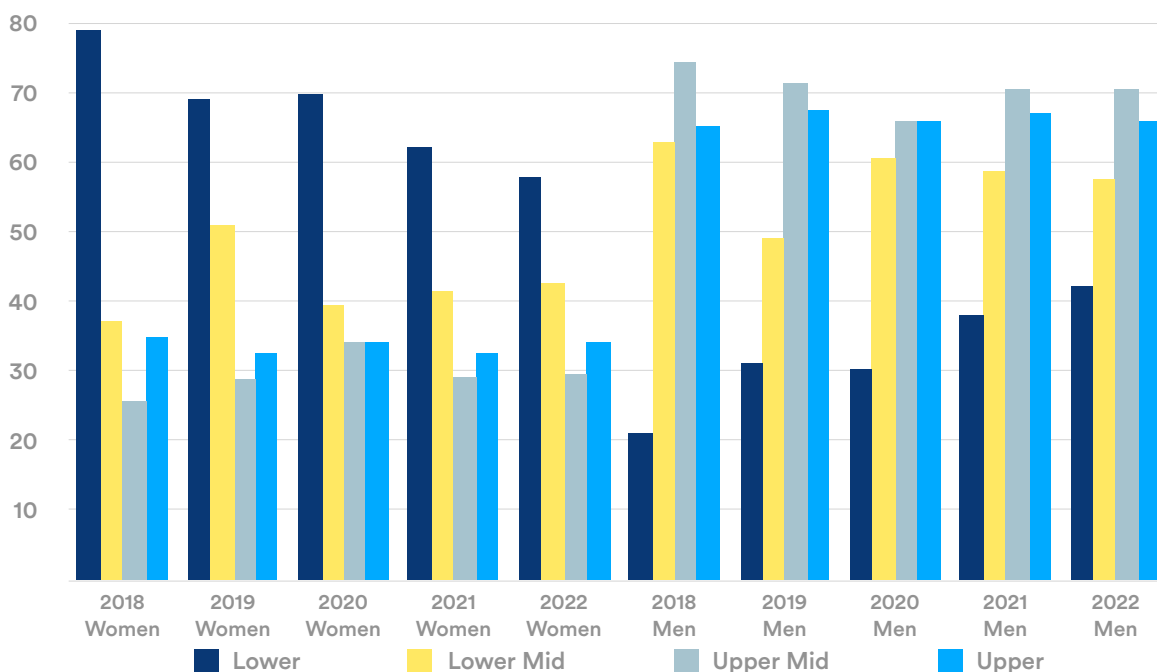
- conduct regular pay and benefit reviews.
- review job roles and pay grades as necessary to ensure a fair structure.

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work; rather, our gender pay gap is the result of the types of roles in which men and women work and the salaries that these roles attract.

Statistics show that across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of organisations. Men are also more likely to be in technical and IT-related roles, which tend to attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely to have had career breaks to care for family members, which may have affected their career progression. In addition, women are more likely to work part-time, and many of the available part-time jobs across the UK are low paid.

A similar pattern exists in the make-up of Newable's employees as women mainly hold administrative roles whereas men hold the majority of line manager and senior manager positions.

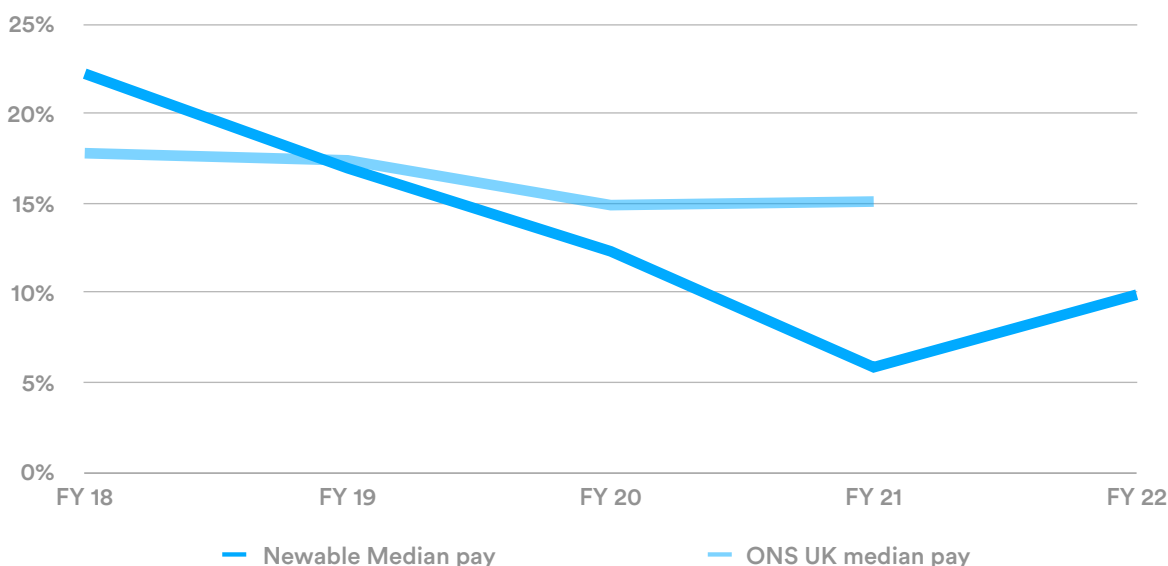
Gender pay gap quartiles comparison for the last six years



This graph shows Newable's gender pay gap quartiles comparison for the last five years; you will see the percentage of men in the lowest paid quartile has increased year on year from 20.9% in 2018 to 42.3% in 2022, thus reducing the percentage of women based in this lowest pay quartile during the same period. The upper-middle and upper quartiles have seen little movement in proportion rates between men and women over this same period.

How do we compare to other organisations?

Most companies in the UK continue to report a gender pay gap. The Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE figures) will publish the FY22 Gender Pay Gap figures towards the end of October 22.



What is Newable doing to address its gender pay gap?

Newable is committed to doing everything that it can to reduce its gender pay gap and it is to note that this report is at a particular snapshot in time; on 5 April 2022.

The gender pay gap results for this financial year disappoint as they show a reversal compared to the steady progress made in previous years. We believe we need to evidence trend over a longer period as FY22 was distorted by the Executive Directors not receiving any pay increase or bonus payment as well as a significant number of people moving in or out of the business. We believe the general trend is heading in the right direction and we will continue to take the following steps to promote gender diversity at Newable:

- **Flexible working policy:** this allows staff in all areas and levels of Newable to put forward a business case for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.
- **Family friendly policy:** enhanced family friendly policy to promote equality and inclusiveness to all parents.
- **Diversity and inclusion recruitment policy:** which has been in place since 2014 to eliminate unconscious bias in the selection of candidates by ensuring personal details are removed from the application process.
- **Track potential:** at all levels of the organisation to see how women progress in their career versus men. For example, tracking succession planning to promote leadership development
- **Track candidate success rates:** regularly reporting on the success rate of women versus men who apply for positions at Newable both externally and internally.
- **The 'Rooney Rule':** to ensure there is at least one woman who is invited to interview for any external job vacancies
- **Internal mentoring programme:** an inclusive programme for all staff to support career development.

Newable continues to create an evidence base to identify any barriers to gender equality and to inform future priorities for action. We can report on the following:

- **the proportion of men and women applying for jobs and being recruited:**
 - 2018 – 46.8% of women applied for jobs compared to 51.5% of men; the success rate for women was 46.6% compared to 53.4% for men.
 - 2019 – 29.4% of women applied for jobs compared to 70.6% of men; the success rate for women was 44.4% compared to 55.6% for men.
 - 2020 – 47.4% of women applied for jobs compared to 52.6% of men; the success rate for women was 36.1% compared to 63.9% of men.
 - 2021 – 52.4% of women applied for jobs compared to 46.9% of men; the success rate for women was 34.5% compared to 65.5% of men.
- **the proportion of men and women applying for and obtaining promotions:**
 - 2018 – the proportion of men securing promotions was 44% compared to 56% of women.
 - 2019 – the proportion of men securing promotions was 75% compared to 25% of women.
 - 2020 - the proportion of men securing promotions was 55% compared to 45% of women.
 - 2021 - the proportion of men securing promotions was 29% compared to 71% of women.

- **the proportion of men and women leaving Newable:**
 - 2018 – 56% men and 44% women
 - 2019 – 54% men and 46% women
 - 2020 - 56% men and 44% women
 - 2021 - 63% men and 37% women

- **the take-up of flexible working arrangements by gender and level within Newable:**
 - 2019 – seven flexible working arrangements agreed of which four were women and three were men. 71% of these were for administrative roles.
 - 2020 – four flexible working arrangements agreed of which three were men and one was a woman. 50% of these were for manager level roles.
 - 2021 – eight flexible working arrangements agreed of which none were men and eight were women. 25% of these were for manager level roles.

- **the proportion of women who return to their original job after a period of maternity leave:**
 - 2018 – 66% of women who went on maternity leave during 2018 returned to Newable and to their original job role.
 - 2019 - 100% of women who went on maternity leave during 2019 returned to Newable; 66% of those returned to the same role and 33% returned to a new role.
 - 2020 - 100% of women who went on maternity leave during 2020 returned to Newable; 100% of those returned to the same role.
 - 2021 - 100% of women who went on maternity leave during 2021 returned to Newable; 100% of those returned to the same role.

- **the proportion of women still employed a year on from a return to work after a period of maternity:**
 - 50% of the women who went on maternity in 2018 are still in employed one year on.
 - 100% of the women who went on maternity in 2019 are still in employed one year on.
 - 67% of the women who went on maternity in 2020 are still in employed one year on

None of the above initiatives will, of itself, remove the gender pay gap – and it may be several years before some have any impact at all. In the meantime, Newable is committed to reporting on an annual basis on what it is doing to reduce the gender pay and bonus gaps and the progress that it is making.

Newable also recognises, that for all employees, working habits and conditions have changed post the pandemic. As we continue to be open and transparent to new challenges, we will need to continue to always bear in mind the objective of further reducing the gender pay gap.

Newable

An employee-owned company

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