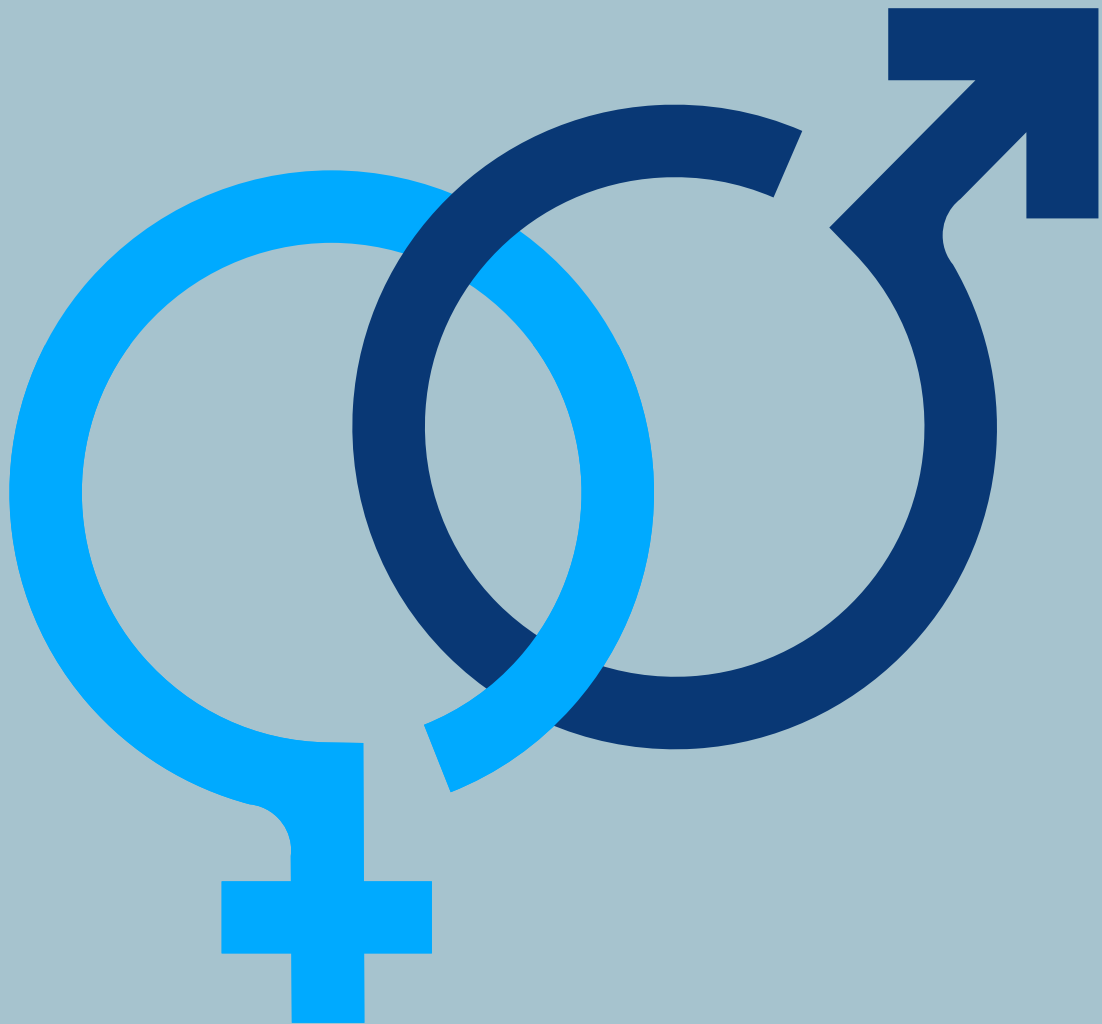


Newable

Gender Pay Gap Report



March 2020

Background

UK companies with a headcount of 250 employees need to publish their annual gender pay gap report each year by 5 April.

All of the gender pay information in this report relates to Newable Ltd and doesn't include other companies within the Group such as Newflex, ARC, Officio and Synergy. We plan to include these other Group companies in future years as we develop their reporting capabilities further.

Newable Limited's staff headcount as an individual company currently does not meet the 250 headcount threshold; however, as we did for the past two years, we want to be transparent and report on our Gender Pay Gap as part of our on-going commitment to the principles of diversity, inclusion and equality of opportunity.

The report

The following Gender Pay Gap Report provides a snapshot as at 16 February 2020.

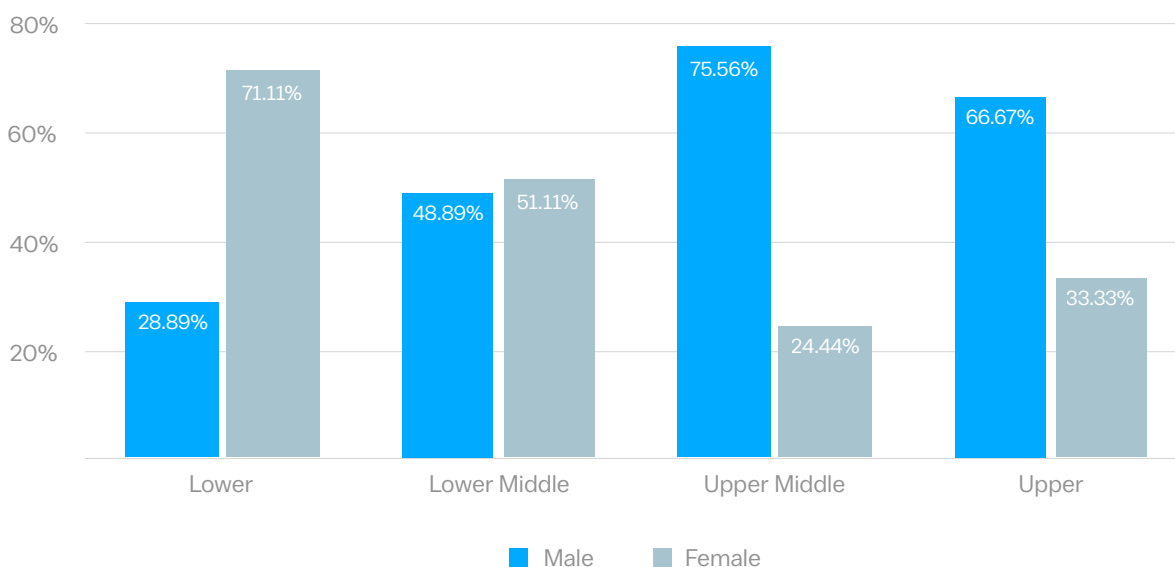
Gender Hourly Rate Gaps

| | Male | Female | Percentage difference |
|--------|-------|--------|-----------------------|
| Mean | 38.88 | 22.98 | 40.90% |
| Median | 24.96 | 21.36 | 14.42% |

Gender Hourly Rate Quartiles

| Gender | Lower (43) | Lower Middle (43) | Upper Middle (44) | Upper (44) |
|--------|------------|-------------------|-------------------|------------|
| Male | 14 32.56% | 25 58.14% | 31 70.45% | 30 68.18% |
| Female | 29 67.44% | 18 41.86% | 13 29.55% | 14 31.82% |

Proportion of male and female employees per quartile



Bonus Gaps

| | Male | Female | Percentage difference |
|--------|-----------|----------|-----------------------|
| Mean | 17,637.58 | 7,592.35 | 56.95% |
| Median | 5,193.00 | 4,148.00 | 20.12% |

Bonus Proportions

| | |
|---------------------------------------|---------------|
| Number of Males receiving bonus | 71 out of 100 |
| Proportion of Males receiving bonus | 71.00% |
| Number of Females receiving bonus | 59 out of 74 |
| Proportion of Females receiving bonus | 79.73% |

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

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:

- carry out regular pay and benefit reviews;
- evaluate job roles and pay grades as necessary to ensure a fair structure.

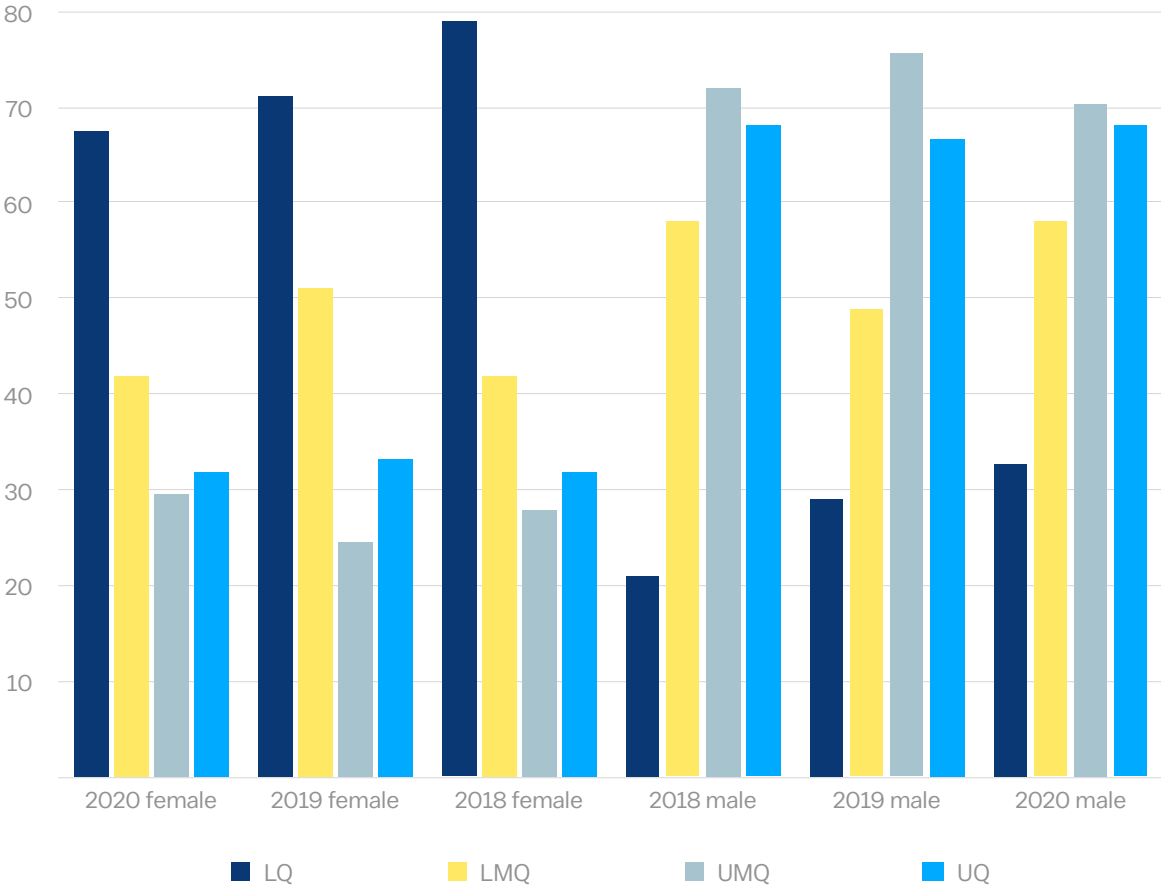
We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work; rather, our gender pay gap is the result of the types of roles in which men and women work and the salaries that these roles attract.

Statistics show that across the UK economy as a whole, 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 has 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 relatively low paid.

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

This can be seen in the Gender pay quartiles graph of the report where Newable’s employees are divided into four equal-sized groups based on hourly pay rates, with lowest-paid 25% of employees (the lower quartile) to the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each quartile. However, within Newable, 67.44% (71.11% in 2019 and 79.07% in 2018) of the employees in lowest quartile are women and 32.56% (28.89% in 2019 and 20.93% in 2018) are men. The percentage of male employees increases throughout the remaining quartiles, from 58.14% (51.11% in 2019 and 58.14% in 2018) in lower middle, to 70.45% (75.56% in 2019 and 72.0% in 2018) in the upper middle and 68.18% (66.67% in 2019 and 68.18% in 2018) in the upper quartile.

The proportion of male and female employees per pay quartile can be seen in the graph below between 2018 and 2020.



How do we compare to other organisations?

The vast majority of companies in the UK have reported a gender pay gap, and we are pleased to say that Newable’s gap compares favourably with that of other organisations, including those within our industry. For example, UK companies with a headcount ≥250 within the financial services sector (except insurance and pension funding) report a mean gender pay gap of 35.5% and a median gender pay gap of 39.1%.

The mean gender pay gap for the whole economy (according to the October 2019 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 16.2% (17% previously) and the median gender pay gap is 17.3% (17.9% in 2018).

Newable in comparison to the whole economy is reporting a higher mean gender pay gap figure – 40.9% - 24.7% points higher, and a lower median gender pay gap figure – 14.42% - 2.88% points lower. However, when you compare these figures to Newable’s 2019 report, the mean pay gap has increased by 15.59% points and the median pay gap has reduced by 4.93% points.

The mean gender bonus gap for Newable is still relatively large at 56.95% compared to the median gender bonus gap of 20.12%. However, when you compare these figures to 2019 report, Newable’s mean bonus gap has reduced by 4.15% points and the median bonus gap has increased by 3.73% points.

The proportion of men at Newable who received a bonus in the 12 months up to 5 April 2020 was 71.00% (68.69% in 2019 and 86.32% in 2018); while for women, this was 79.73% (76.54% in 2019 and 82.28% in 2018). This reflects similar levels of bonus entitlements between genders.

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. However, we recognise that our scope to act in some areas is limited, for example, we have no direct control over the subjects that individuals choose to study or the career choices they wish to make.

To date, the steps we have taken to promote gender diversity include the following:

- **Flexible working policy:** that 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:** we introduced in August 2015 an enhanced shared parental leave and adoption leave to our existing 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.

The steps we introduced from 1 April 2018:

- **Tracking female potential:** at all levels of the organisation to see how female staff progress in their career versus male colleagues. For example tracking how female apprentices progress within Newable after qualifying.
- **Tracking of female candidate success rate:** regularly reporting on the success rate of female versus male candidates who apply for positions at Newable both externally and internally.
- **Introducing a version of ‘The Rooney Rule’:** to ensure there is at least one BAME and female candidate to interview for any external job vacancies.

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.

- 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.

- the proportion of men and women leaving Newable:
 - 2018 – 56% men and 44% women
 - 2019 – 54% men and 46% 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.

- the proportion of men and women who return to their original job after a period of maternity or other parental leave:
 - 2018 – 66% of women who went on maternity leave during 2018 returned to Newable and to their original job role.

- the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave:
 - 50% of the women who went on maternity in 2018 are still in post 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 gap and the progress that it is making.

March 2020

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