



# Gender Pay Gap Report

2023



**iO**mart

iomart Group plc



# Gender Pay Report 2023

## About iomart Group

iomart is a leader in secure hybrid cloud and managed services, operating across the UK and beyond. With our network of 12 fully owned data centres and over 2,500km of dark fibre, we deliver a robust and secure solution for data storage and application hosting, supported by our dedicated team. Alongside our hybrid cloud offerings, we provide our customers with data management and digital workplace solutions that allow them to connect, secure and scale anytime, anywhere.

## Introduction

This report details the gender pay gap reporting requirements in the United Kingdom covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations require companies with more than 250 employees to publish information on their gender pay gap. Our overall reported headcount is 441.

iomart is committed to gender pay equity and our diversity and inclusion (D&I) strategy is devised to reduce any real pay gap in the longer term. The sector in which iomart operates attracts a significantly higher percentage of males due to the predominantly technical focus of the roles in office and onsite. As a result, we have a higher percentage of males in our workforce.

Our D&I strategy aims to make iomart a great place to work, where all our employees feel they belong and are supported to succeed. In 2023, iomart achieved this through ensuring equal growth and development opportunities for all our employees and putting measures in place to monitor key demographic data, which allows us to set targets to improve representation in key areas. We will continue to deliver our D&I strategy in 2024 by refreshing and expanding our employee networks, continuing to work towards a gender balance of 30% female representation by 2030, and tracking diversity statistics to ensure informed decision making across our business. We believe these actions, as well as continued focus on diversity, inclusion, and talent activities whilst applying policies and frameworks which are free from bias and applied consistency, will have the long term positive impact in addressing the gender pay gap. This report is for the snapshot date of 5th April 2023.

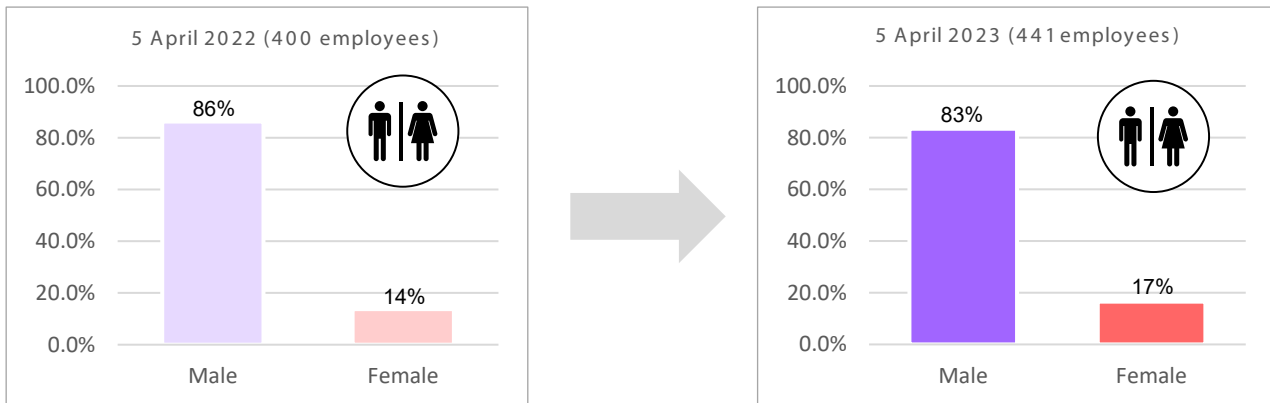
## Gender pay gap report

The measure of gender pay reflects the difference between the average earnings of men and women across a business, irrespective of the roles they perform and remuneration they subsequently receive. It is key to note that gender pay and equal pay are two separate metrics, as equal pay is reflective of paying males and females differently for performing the same role within a business.

In summary, whilst there is a gender imbalance within iomart, staff pay is not influenced by gender. We promote equality and associated staff reward irrespective of gender.

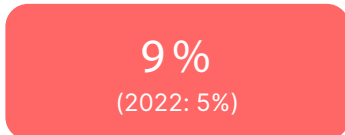
## Our results

Our gender pay gap data was collected on the snapshot date of 5th April 2023. At this date, there were 441 staff within our workforce, consisting of 73 (17%) females and 368 (83%) males. We take encouragement that whilst our workforce has increased in size over the year from 400 to 441 employees, the proportion of females in the business has also increased from 14% (55 female employees) to 17% (73 female employees).



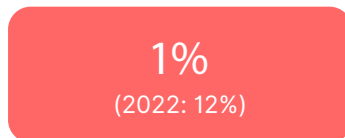
## Hourly pay gap

Our data shows the difference between male and female earnings is 9% (median) or 1% (mean).



### Median

The difference in the midpoints of the ranges of hourly rates of pay for male and female employees, by ordering the rates of pay from the lowest to highest and comparing the middle value.

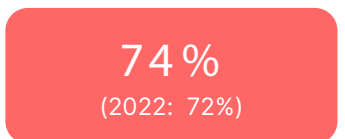


### Mean

The difference in average hourly rates of pay that male and female employees receive by taking all hourly rates of pay and dividing by the total number of employees in scope.

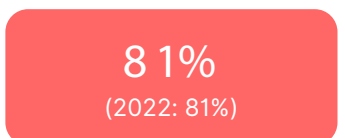
## Bonus pay gap

Our data shows that the difference between male and female bonus earnings is 74% (median) or 82% (mean).



### Median

The difference in the midpoints of the ranges of bonus pay that male and female employees receive.

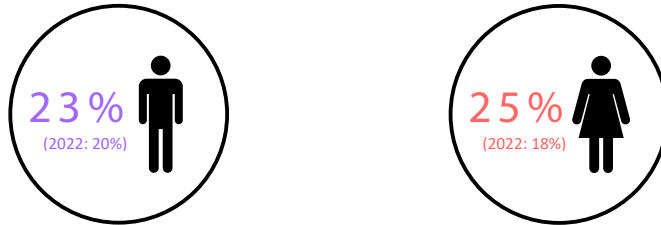


### Mean

The difference in average bonus pay that male and female employees receive.

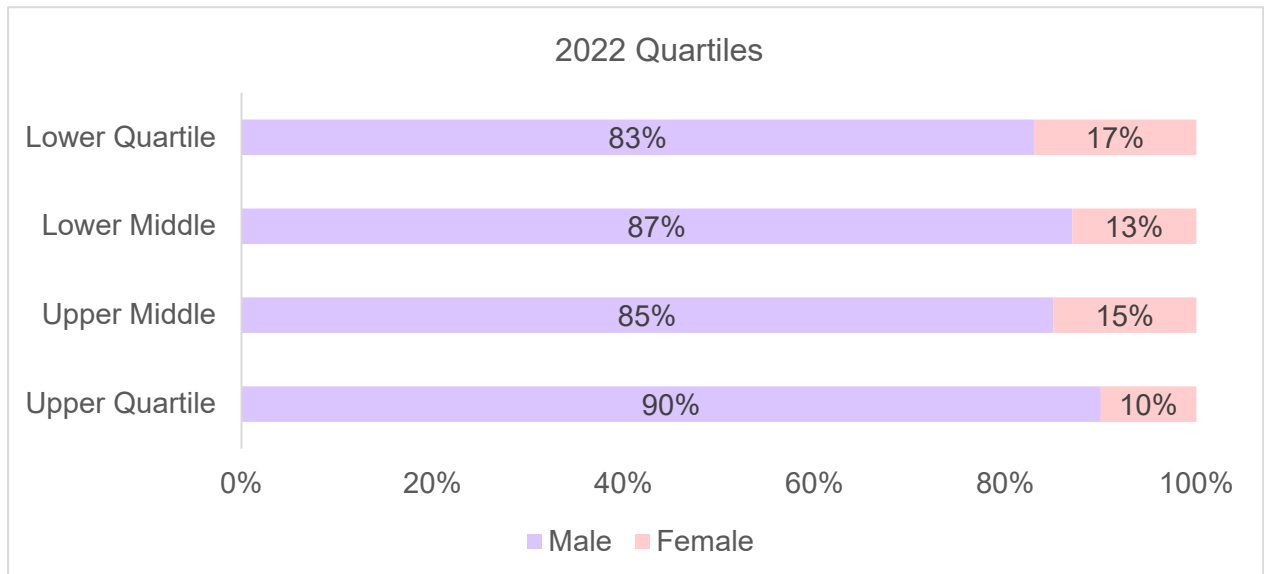
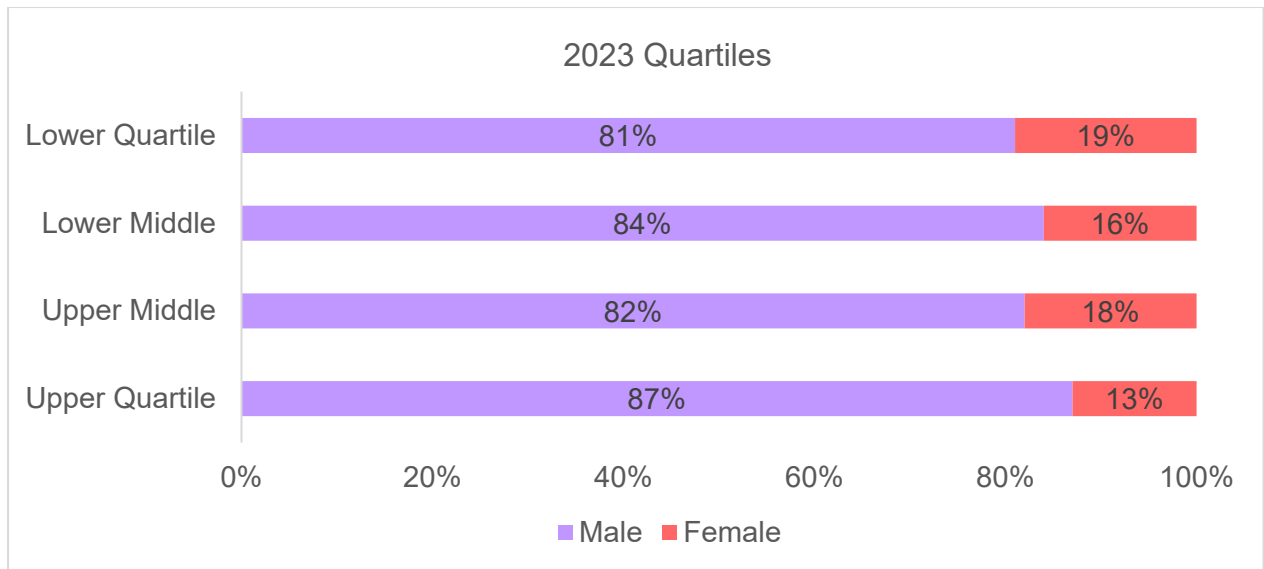
## Staff who received a bonus

Our data shows that 25% of females and 23% of males respectively received a bonus payment at the snapshot date.



## Pay quartiles

The following charts show the proportion of males and females in each pay quartile.





## What the results tell us

In a positive trend, the mean hourly pay gap has continued to reduce over the period from 12% to 1%. The improvement in this metric is in part driven by the proportion of females on both our iomart Group plc Board and Senior Executive Team increasing over the course of the year.

Senior female appointments during the period included the Group Chair, Chief Customer Officer and Company Secretary. Having a slightly more proportionate balance in our workforce is also reflected in our pay quartiles, with a higher % of females in both the upper and upper middle quartiles in comparison to 2022.

Whilst we have seen a reduction in the hourly pay gap over the period, the mean bonus pay gap has remained consistent at 81% despite the number of females receiving a bonus increasing slightly from 18% to 25%. Our bonus data includes commission payments for individuals in revenue generating roles (i.e. sales staff). The sales team is predominantly male, particularly those in the most senior roles who can generate the highest level of commission payment, which historically has created challenges in reducing the bonus pay gap.

Our bonus data also includes the exercise of share awards which serve as a retention tool for the senior leadership team. Whilst the number of females in this area has slightly increased over the period, the immediate impact of this change will not be immediately evident due to the vesting criteria associated with each option award. Staff typically have to remain with the business for a period of at least 3 years before realising the full benefit of the share option award, which creates a time lag in improving this particular metric.

## Future plans

In 2024, our focus will be on the following key diversity and inclusion actions:

- Deliver and regularly track D&I action plans to align with our new strategy;
- Refresh and expand our D&I employee networks;
- Continue our commitment to improve gender balance to 30% female representation by 2030;
- Ensure consistent tracking and analysis of diversity statistics to allow informed decision making across the business;
- Quarterly pay equity reporting by gender to enable leaders to ensure fairness of pay and
- Empower our employees to self-report on their ethnicity

We remain committed to gender equality at iomart and want to be a workplace of choice. We will continue to shine a strong spotlight on diversity, inclusion, belonging and talent whilst ensuring our policies, recruitment, and frameworks are free from bias.



# Gender Pay Report 2023

## Declaration

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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

Jane Middleton  
Chief People Officer  
iomart Group plc

# iOmart



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