

GripplE Ltd: Gender Pay Gap Report 2021

We are an employer required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap is a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, regardless of their role or seniority. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The gender pay gap is an average figure and is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value.

Gender pay gap figures

GripplE Ltd has calculated the required figures and, at the snapshot date of 1st April 2021, our gender pay gap across all UK employees was as follows:

The difference in mean (average) pay between male and female employees	15.04%*			
The difference in median (middle) pay between male and female employees	5.19%			
Number of male and female employees in each quartile		Female	Male	Mean gender pay gap
	Lower	35.77%	64.23%	-1.94%
	Lower middle	39.89%	63.11%	-0.25%
	Upper middle	30.08%	69.92%	1.39%
	Upper	20.49%	79.51%	14.00%

*the UK average for 2021 at the time of report publication was 12.40%

Understanding our gender pay gap

Our gender pay gap is due to a number of factors, including:

- a lack of female representation in senior roles, including engineering, sales and leadership, although this has seen a steady rise since our last report, with four women now at board level
- salary sacrifice, which affects employees' relevant, hourly pay; childcare vouchers are our most common form of salary sacrifice and these are predominately claimed by women

Taking action to close the gap

We recognise that, whilst our overall gender pay gap has reduced from 19.96% in 2020 to 15.04% in 2021, we still have work to do. We continue to have initiatives in place to make change happen and we are pleased to already see signs of improvement. However, we strive as a business to close the gap to zero and will therefore act decisively as a matter of priority.

Talent development and succession planning

We remain committed to recruiting and promoting the best people for the job, regardless of gender. We will continue to run internal development and leadership programmes for both men and women to ensure a pipeline of suitably experienced and capable candidates is available for consideration for promotion into senior roles. We have implemented a three-year recruitment and talent pipeline strategy and we will continue to attract and nurture the widest possible female talent pool through inclusive recruitment practices.

Coaching and mentoring

We will continue to run internal coaching and mentoring schemes for leaders to give them the support, the confidence and the tools to make their next career step.

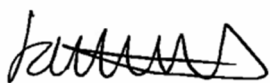
Work-life balance

We have already reviewed our maternity, paternity and adoption policy, with an enhanced financial package and flexible working options, to enable our employees to effectively manage their work-life balance and support women returning from maternity leave back into the workplace. The introduction in 2021 of an enhanced benefits programme will further improve overall employee wellbeing, and financial health, including flexible working options, Paycare health plan and quarterly 'thank you' holiday days.

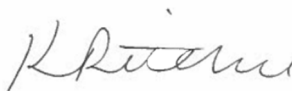
Diversity and inclusion

We aim to have a diverse and gender-balanced workforce which is representative of our community. We have therefore made a commitment to implement a robust diversity and inclusion strategy, which may include diversity training and ensuring positive role modelling both internally and externally. We have long been involved in initiative to promote STEM careers to children and young people, working closely with local schools and universities and partaking in initiatives such as the 'STEMettes' mentoring programme. We will now focus on collaborating more closely with primary aged children to inspire and encourage girls consider future careers in areas such as engineering.

We confirm that the information in this statement is accurate.



Edward Stubbs
Managing Director



Katrina Ritchie
People & Culture Director