

2019 Gender Pay Gap Report

IntegraFin Services Limited (the Company) is the primary UK employer in the IntegraFin Holdings plc group of companies (the IntegraFin Group). This ISL report fulfils the IntegraFin Group's obligations to publish its gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation.

The gender pay gap is reportable in six different ways:

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 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 bonus gap: The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Median bonus gap: The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Bonus proportions: The proportion of male and female relevant employees who were paid bonus pay during the relevant period.

Quartile pay bands: The proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

This is the report for the snapshot date 5 April 2019.

- The mean gender pay gap for the company is **13.14%**
- The median gender pay gap for the company is **4.91%**
- The mean gender bonus gap for the company is **23.24%**
- The median gender bonus gap for the company is **13.00%**
- The proportion of male employees in the Company receiving a bonus is **91.76%** and the proportion of female employees receiving a bonus is **92.96%**.

PAY QUANTILES BY GENDER

Quartile	2017		2018		2019	
	Males	Females	Males	Females	Males	Females
Lower quartile %	56.98	43.02	69.47	30.53	61.22	38.78
Lower middle %	65.12	34.88	62.11	37.89	67.35	32.65
Upper middle %	63.22	36.78	66.32	33.68	65.31	34.69
Upper quartile %	72.09	27.91	71.58	28.42	73.47	26.53
Total no. of staff	222	123	256	124	262	130

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

HOW DOES THE COMPANY'S GENDER PAY GAP IN 2019 COMPARE TO 2018?

The ISL gender pay gap has marginally increased over the past year. In 2019, there was an absolute increase of 1.27% in the mean hourly rate of pay gap compared to the year before and an absolute increase of 1.47% in the median hourly rate of pay gap. The table below demonstrates the difference between the mean and median gap in hourly rates of pay.

	2017	2018	2019
Mean gender pay gap incl. bonus %	13.01	11.87	13.91
Median gender pay gap incl. bonus %	4.28	3.44	4.91

HOW DOES THE COMPANY'S GENDER PAY GAP COMPARE TO THAT OF OTHER ORGANISATIONS?

The Company's gender pay gap continues to compare favourably to the national average gender pay gap and that of the financial sector. The mean gender pay gap for the whole economy is 17.3%. The mean gender pay gap for the financial sector in the UK is 22.6%.

The proportion of men and women at the Company who received a bonus in the 12 months up to 5 April 2019 increased to 91.76% and 92.96% respectively. This is an increase from 81.56% and 78.87% respectively in 2018. All staff continue to have an equal opportunity to receive a bonus.

WHAT ARE THE UNDERLYING CAUSES OF THE GENDER PAY GAP?

The gap does not stem from paying male and female staff members differently. Rather, it is a consequence of the roles males and females occupy within the business and their associated salaries.

The Company continues to be an equal pay employer, committed to equal opportunities and equal treatment of all staff members.

WHAT IS THE ORGANISATION DOING TO ADDRESS ITS GENDER PAY GAP?

The ISL gender pay gap continues to compare favourably with other organisations across the UK economy and within the financial sector. The Company remains committed to reducing this gap and we will continue to review our internal policies to support this objective.

The Company will also continue to take the following steps to promote diversity and equality in the workplace:

- Ensure that fair, non-discriminatory and consistent recruitment processes continue.
- Monitor the proportion of male and female recruits.
- Promote family friendly leave and actively encourage female staff members to return to work from maternity leave.
- Provide all staff with the opportunity to develop their career.
- Ensure that robust policies are in place, supporting equality at work and reinforcing the expected standards of conduct and behaviour.
- Train all staff on Equal Opportunities in the workplace.
- Continue to adopt a fair and consistent remuneration approach across the business, providing guidance to managers who are involved in pay reviews to ensure a fair structure.

The Company will not exclusively advantage females, but it will continue to remove any actual or perceived barriers its female staff could have been more likely to face than their male colleagues.

I, Alexander Scott, Chief Executive Officer IntegraFin Group, confirm that the information in this statement is accurate.



Alexander Scott
CEO IntegraFin Group
18 February 2020