

2022 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 2022.

- The mean gender pay gap for the company is **18.42%**
- The median gender pay gap for the company is **3.88%**
- The mean gender bonus gap for the company is **24.01%**
- The median gender bonus gap for the company is **16.45%**
- The proportion of male employees in the Company receiving a bonus is **80.61%** and the proportion of female employees receiving a bonus is **79.59%**

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

PAY QUANTILES BY GENDER

Quartile	2017		2018		2019		2020		2021		2022	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
Lower quartile %	56.98	43.02	69.47	30.53	61.22	38.78	56.38	43.62	60.78	39.22	59.41	40.59
Lower middle %	65.12	34.88	62.11	37.89	67.35	32.65	67.74	32.26	67.01	32.99	68.69	31.31
Upper middle %	63.22	36.78	66.32	33.68	65.31	34.69	67.02	32.98	63.44	36.56	61.22	38.78
Upper quartile %	72.09	27.91	71.58	28.42	73.47	26.53	73.12	26.88	71.43	28.57	73.2	26.8
Total no. of staff	222	123	256	124	262	130	247	127	242	127	263	147

HOW DOES THE COMPANY’S GENDER PAY GAP IN 2022 COMPARE TO 2021?

The table below demonstrates the difference between the mean and median gap in hourly rates of pay.

	Mean gender pay gap incl. bonus	Median gender pay gap incl. bonus
2017	13.01%	4.28%
2018	11.87%	3.44%
2019	13.14%	4.91%
2020	13.92%	8.53%
2021	9.8%	3.58%
2022	18.42%	3.88%

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.

We are pleased to see that the median has stayed low as this further evidences that our overall pay structure remains fair and equitable. It is acknowledged that there has been a notable increase in the mean gender pay gap this year. This is due to the proportion of males in more senior roles being adversely affected by the following:

- The retirement of some senior female employees;
- Senior female employees reverting to flexible working hours and their pay being pro-rated accordingly;
- Fewer senior male employees taking advantage of the opportunity to work flexible working hours;
- Senior female employees being on maternity leave as at the snapshot date and therefore, they could not be included within our data;

- The impact of senior females being on maternity leave having a disproportionate effect when compared to males on paternity leave.

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

The Company continues to take steps to promote diversity and equality in the workplace. Looking forward we will continue to review our pay and benefits structure to ensure that our salaries are equitable when compared to internal peers and the external market. We also commit to do the following:

- Ensure that fair, non-discriminatory and consistent recruitment processes continue, providing equal opportunity to all employees, irrespective of gender or any other characteristic.
- Promote family friendly leave and actively encourage female staff members to return to work from maternity leave through the evolution of our maternity policy, pay and practices.
- Reduce the impact of females being on maternity leave when compared to males being on paternity leave through the evolution of our paternity policy, pay and practices.
- 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
April 2023