

2023 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 2023.

- The mean gender pay gap for the company is **16.54%**
- The median gender pay gap for the company is **8.37%**
- The mean gender bonus gap for the company is **25.67%**
- The median gender bonus gap for the company is **18.64%**
- The proportion of male employees in the Company receiving a bonus is **80.15%** and the proportion of female employees receiving a bonus is **81.82%**

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	2018		2019		2020		2021		2022		2023	
Gender	M	F	M	F	M	F	M	F	M	F	M	F
Lower quartile %	56.98	43.02	69.47	30.53	61.22	38.78	56.38	43.62	60.78	39.22	60.19	39.81
Lower middle %	65.12	34.88	62.11	37.89	67.35	32.65	67.74	32.26	67.01	32.99	61.68	38.32
Upper middle %	63.22	36.78	66.32	33.68	65.31	34.69	67.02	32.98	63.44	36.56	60.38	39.62
Upper quartile %	72.09	27.91	71.58	28.42	73.47	26.53	73.12	26.88	71.43	28.57	71.70	28.30
Total no. of staff	222	123	256	124	262	130	247	127	242	127	272	165

HOW DOES THE COMPANY'S GENDER PAY GAP IN 2023 COMPARE TO 2022?

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
2018	11.87%	3.44%
2017	13.14%	4.91%
2020	13.92%	8.53%
2021	9.8%	3.57%
2022	18.42%	3.88%
2023	16.54%	8.37%

WHAT ARE THE UNDERLYING CAUSES OF THE GENDER PAY GAP?

The gap does not stem from paying male and female employees 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 employees.

We are pleased to see that the mean pay gap had decreased this year as this further evidences that our overall pay structure remains fair and equitable. It is acknowledged that there has been an increase in the mean (midpoint) gender pay gap this year. This is due to the following:

- A greater proportion of females working on a part time basis in the middle quartiles, and their pay being pro-rated accordingly. If the full-time equivalent salaries were used within this calculation the gap would reduce to 2.75%;
- 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 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 our enhanced family friendly pay policies, and actively encourage female employees to return to work from maternity leave through the introduction of a returner bonus.
- 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.
- Undertake an annual job evaluation process to ensure that all employees are paid fairly and equitably, irrespective of gender or any other characteristics.
- Demonstrate our support of females in senior positions through signing up to the Women in Finance charter and setting gender diversity targets.
- Provide all employees with training and development opportunities.
- Ensure that robust policies are in place, supporting equality at work and reinforcing the expected standards of conduct and behaviour.
- Train all employees on Equal Opportunities in the workplace

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 2024