

Banktech Group Gender Pay Gap Statement 2022-2023

December 2023



Gender Pay Gap

2023 is our first gender pay gap report. It gives a snapshot of the gender balance within the organisation through measuring the difference between the average earnings of male and female employees.

It has established the following baseline data points:

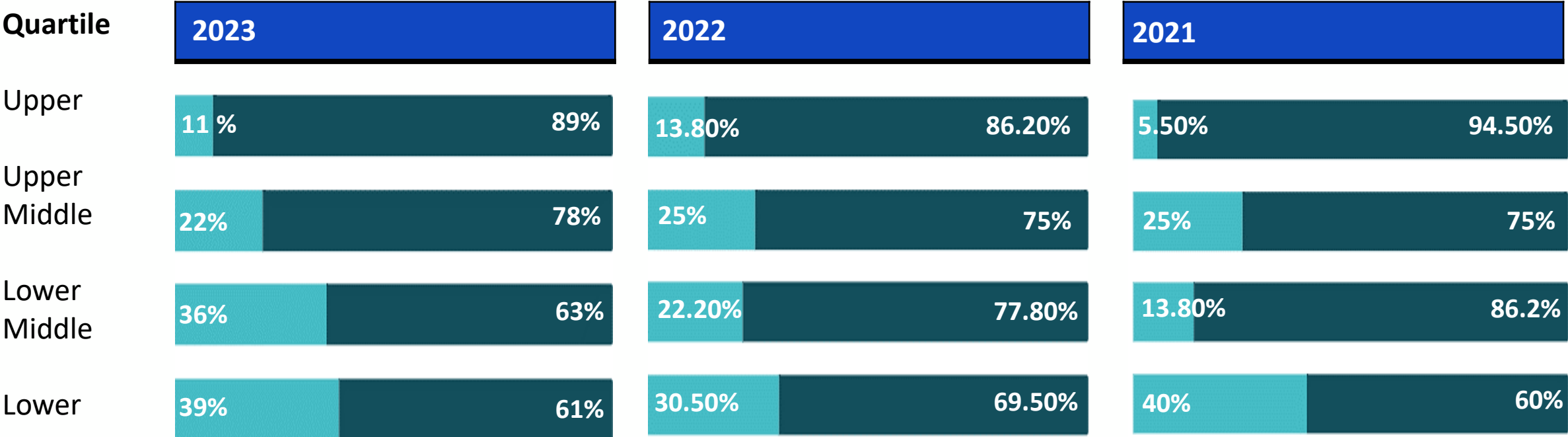
- The average total remuneration GPG is 22.4% against the Industry Comparison Group of 15.5%
- For key management personnel the gap is 36.7%
- For managers the gap is 11.6%
- Non-managers 14.4%

It is important to note that we don't pay people differently based on their gender. The gender pay gap is caused by us having a lower proportion of women in senior leadership roles and a lower proportion of women in high-paying professional roles, such as software development, that have traditionally had lower rates of women entering the profession. We also have a lower proportion of women in roles that include sales commission.

Although it's our first report it is not the first time we have reviewed our data and this year's results, although not where we want to be, are showing improvement across a range of measures.

Proportion of males and females by pay quartile

Female Male



Gender Pay Gap Drivers

What drives our pay gap?

- a) We have fewer women in leadership roles. As a privately owned, small- medium sized company with a reasonably flat structure most executive managers have either been with the company for a lengthy period or were appointed from outside the business.
- b) Our longer serving employees are more likely to be male. The upper quartile of employees (those with more than 10 years of service) is 83.4% male. The lower quartile of employees (those with less than 15 months of service) is 66.7% male so some change in our employee profile is being achieved. Long serving employees are typically paid more than others in the same job category.
- c) The top quartile of employee salaries is dominated by executives, managers and technical specialists. Women comprise only 11% of this group. Differences in salary reflect size of roles, market rates and length of service.
- d) The increase in staff numbers over the last twelve months has largely been in higher paying technical roles such as software engineering and financial payments related roles.
- e) 80% of employees who are in roles with a variable salary component (commission or bonus) are male.

Actions

We are taking a number of actions to tackle our gender pay gap:

- Inclusive bias-free recruitment practices. Activity is also targeted to encourage applications from women for non-traditional roles.
- We have a range of flexible work patterns available in place and continue to reshape them to meet the needs of staff
- Graduates and interns are rotated through a number of different departments to enhance their knowledge and build leadership skills to prepare them for future roles
- We are supporting women undertaking higher education
- We promote from within and will reshape roles if the best person has not yet acquired all the skills/experience needed in the role
- Increased focus on succession planning
- Salary review increase proposals are reviewed for gender differences, the causes are understood and adjustments made as appropriate.
- Provision of a quiet room suitable for breastfeeding or pumping.
- Exit interviews with departing employees to understand their reasons for leaving and ensure there are not systemic issues contributing to resignations.

