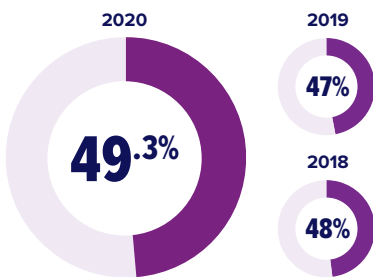


Gender Pay Gap Report 2020

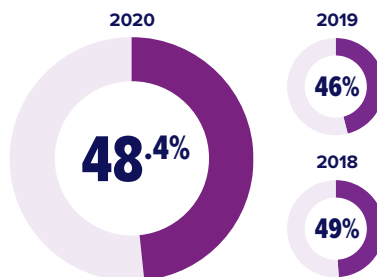
Summary of gender pay at SimplyBiz

(snapshot as at 5 April 2020):

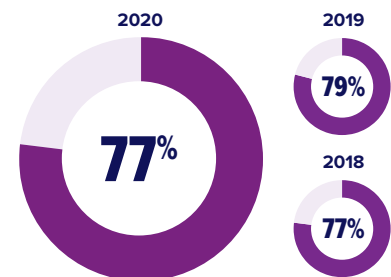
Our mean gender pay gap



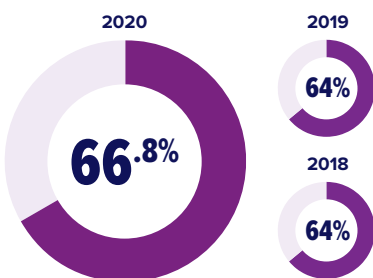
Our median gender pay gap



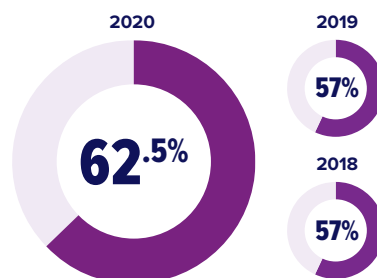
Male employees receiving a bonus



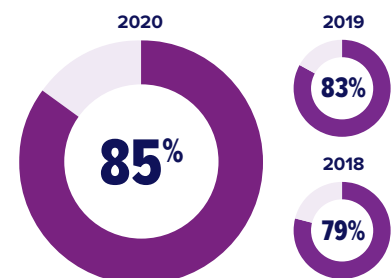
Our mean gender bonus gap



Our median gender bonus gap

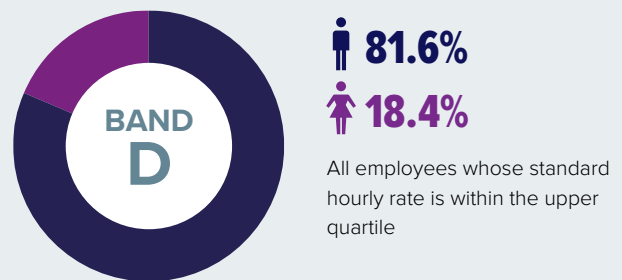
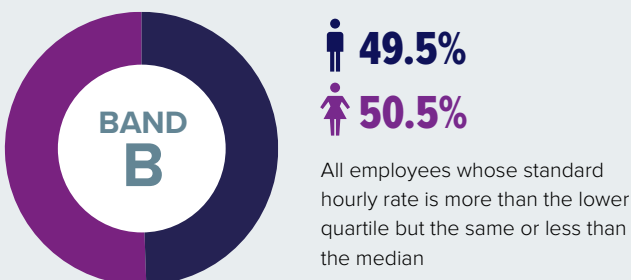
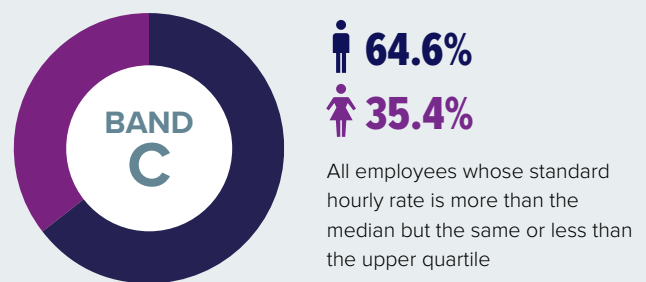


Female employees receiving a bonus



Pay quartiles by gender

The charts show our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).



*A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group. The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Gap Report 2020

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same, or broadly similar, work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership status, pregnancy/maternity, sexual orientation, gender reassignment, or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and which accordingly have different salaries.

Across the UK economy*:

- men are more likely than women to be in senior roles (especially very senior roles at the top of organisations);
- women are more likely than men to be in front-line roles at the lower end of the organisation;
- men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority;
- women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children;
- women are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation. Most administration and customer service roles are held by women and most line managers and senior managers positions are held by men. Also, most of the relatively highly paid technical regulatory roles within SimplyBiz are held by men.

The previous charts show our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 83% of the employees in band A are women and 17% men. The percentage of male employees increases throughout the remaining bands, from 49% in band B to 82% in band D.

How does our gender pay gap compare with that of others?

Most organisations have a gender pay gap; however we recognise that ours is disproportionately high, including in comparison to those within our industry.

	Our organisation	2020 ONS ASHE whole economy	2020 ONS ASHE financial services sector
Mean gender pay gap	49.3%	14.6%	33.2%
Median gender pay gap	48.4%	15.5%	29.5%

Our mean and median gender bonus gaps are large: 66.8% and 62.5% respectively. However, if we convert these percentages to cash amounts the figures are small, at £3,186 and £1,857 respectively.

Seventy-seven percent of men at our organisation received a bonus, compared to 85% of women in the 12 months up to 5 April 2020.

*Figures taken from XperTHR www.xperthr.co.uk in March 2021

Gender Pay Gap Report 2020

What are we doing to address our gender pay gap?

It is clear from our numbers that we haven't done enough to tackle our gender pay gap thus far, and, as a result, we haven't seen the improvements we have wanted of the activities we have taken. We are committed to taking action to reduce the gap. However, we also know this is a complex task and not something that we can change overnight.

So far, we have taken the following steps to demonstrate our commitment to improving gender diversity in our business:

- **Recruitment of two new female Directors to sit on our Leadership Team, and a female Non-Executive Director**, who all understand the difficulties faced by women in progressing to senior levels of the industry and are in a position to provide us with key insights into ways we can work differently to help improve our gender diversity at a senior level. We recognise that a leadership team which is diverse and inclusive will lead to better decisions.
- **Introduction of a Flexible Working Promise.** In October 2020, we introduced our new Flexible Working Promise – to make it clear that any role can be done flexibly, and to encourage all employees at all levels to have open discussions with their line manager about when, how and where they work, to allow them to balance their work and home lives and create a better quality of life.
- **Strategic focus on diversity and inclusion.** We've just launched our brand-new company-wide core values and behaviours, to set out our stall about the kind of a culture we want to have. To reflect our commitment to diversity and inclusion as a whole, we have introduced 'Inclusive' as a new core behaviour. These behaviours will filter through all elements of our people processes and activities, including performance management, talent management, recruitment and reward and recognition, to ensure these become fully embedded in our culture.
- **New and more robust equality and diversity training for all staff.** Through our new online Learning Management System, we have been able to obtain access to a much more effective learning tool to support us in educating our people on a continuous basis about diversity and inclusion.
- **Introduction of a new Flexible Maternity Policy for senior female employees** which will allow them to phase back into the business at their own pace and/or keep in touch to minimise loss of earnings and maintain up-to-date knowledge of operations.

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.

Over the next year, we will:

- Enhance our maternity policy for staff, to ensure female team members feel supported financially to take time off after the birth of their child;
- Tackle unconscious bias by ensuring that our people managers have all undergone education on what it is and how to avoid it;
- Commit to offering flexible working options to all new recruits, and those moving role within the business, including senior and Board level roles;
- Require all recruitment agencies who want to work with us, to provide a diverse range of candidates for senior and technical roles;
- Commit to ensuring that we have a balance of male and female candidates for all senior and technical vacancies;
- Launch a Talent Development Programme made up of no less than 50% women each year;
- Introduce a mentoring programme to support in elevating, encouraging and raising the profile of aspirational women within the business;
- Continue to promote the rewarding and exciting career opportunities available to women within the financial services and fintech sectors, in addition to expanding the educational work we have been doing with both young people and adults to advocate the benefits of a career in financial services.

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.

Any further initiatives launched throughout the year will be reported on our internal Yammer page.

We, Neil Stevens and Matt Timmins (Joint CEOs), confirm that the information in this statement is accurate.

Signed



Date: 01/04/2021