

Gender Pay Gap Report

Oct 2021

AND Digital

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Introduction

At AND we are committed to building a fair and robust compensation offering to all of our employees. Ensuring fairness and equity is an ongoing priority and we strive to continually improve our processes to achieve this across the whole of our business.

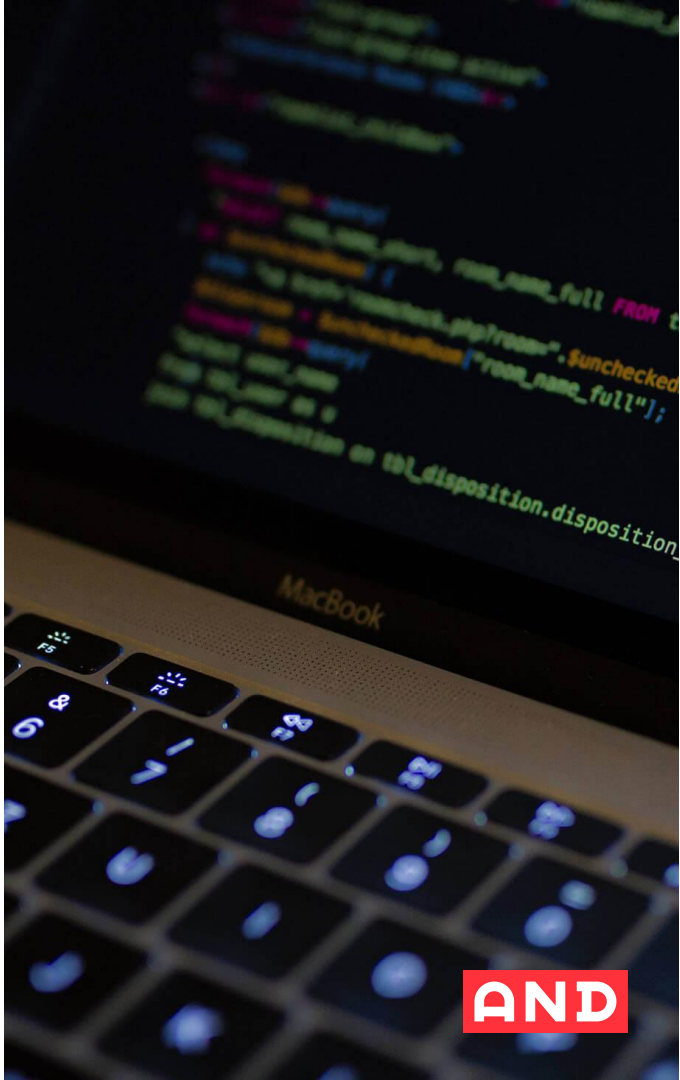
2020 Gender pay gap reporting

The UK government require companies with more than 250 employees to report specified metrics regarding their gender pay gap. The required metrics are as follows:

- Mean hourly gender pay gap
- Median hourly gender pay gap
- Difference in mean bonus payments
- Difference in **median** bonus payments
- Proportion of males and females in each quartile
- The proportion of men and women receiving a bonus

The metrics reporting in this report are a snapshot of our data as at 5 April 2020. The reporting deadline has been extended by the UK Government. Which requires reports to be completed and submitted by 5 October 2021.

The last complete year of reporting was 2019 and therefore any comparable figures referenced in this report will be taken from 2019 data.



Recap: Gender pay gap reporting is different from Equal Pay

Under the **Equal Pay Act** it has been **illegal** to pay men and women different amounts for doing the same work (unless there is a 'genuine material factor' as to why) **since 1970**.

AND fully follows this legislation.

The **gender pay gap**, however, is a measure of the difference between men's and women's average earnings across an organisation.



Gender pay gap means the difference between the average earnings for both men and women.

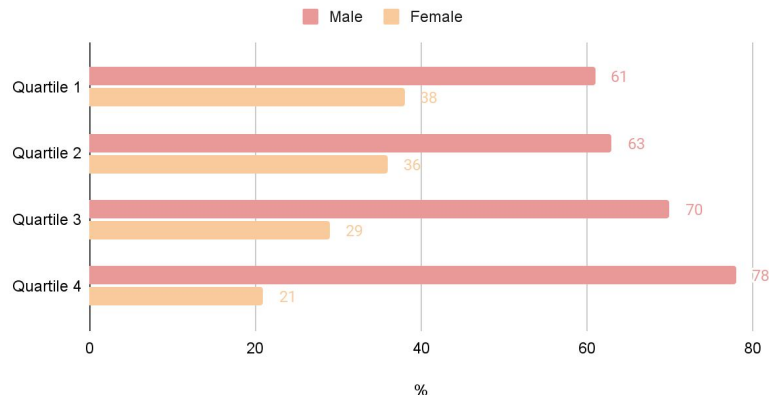
A Visual Summary | 2020 Figures

Our mean hourly
gender pay gap is:



13.5%

% of males and females in each quartile pay band



BREAKDOWN:

Mean hourly gender pay gap calculation

Median hourly gender pay gap calculation

Mean Gender Bonus Gender Pay Gap Calculation*

Median Gender Bonus Gender Pay Gap Calculation*

AND:

13.5%

14.0%

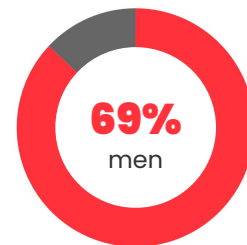
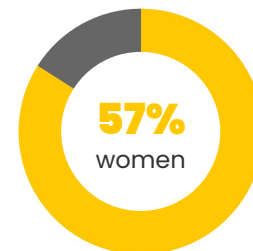
19.5%

0.0%

* Based on the previous 12 months.

The proportion of men and women receiving a bonus payment (%):**

** Based on the previous 12 months.



AND

Detailed Analysis

The Gender Pay Gap At AND Digital

Analysing data collected as at 5th April 2020, our mean and median gender pay gap is **13%**. This an improvement from our 2019 reporting when both metrics were at 14%.

When compared to the 2019 national average (17%), AND's gender pay gap is improving, however we must continue to work hard in order to reach parity.

Across all quartiles we have more men than female employees, this split is broadly 68% (M), 32% (F). The gap is the largest at senior level where the split is 79% (M), 21% (F). In addition we also have less female representation across engineering/technical roles, on the whole, this trend is echoed across the tech industry.

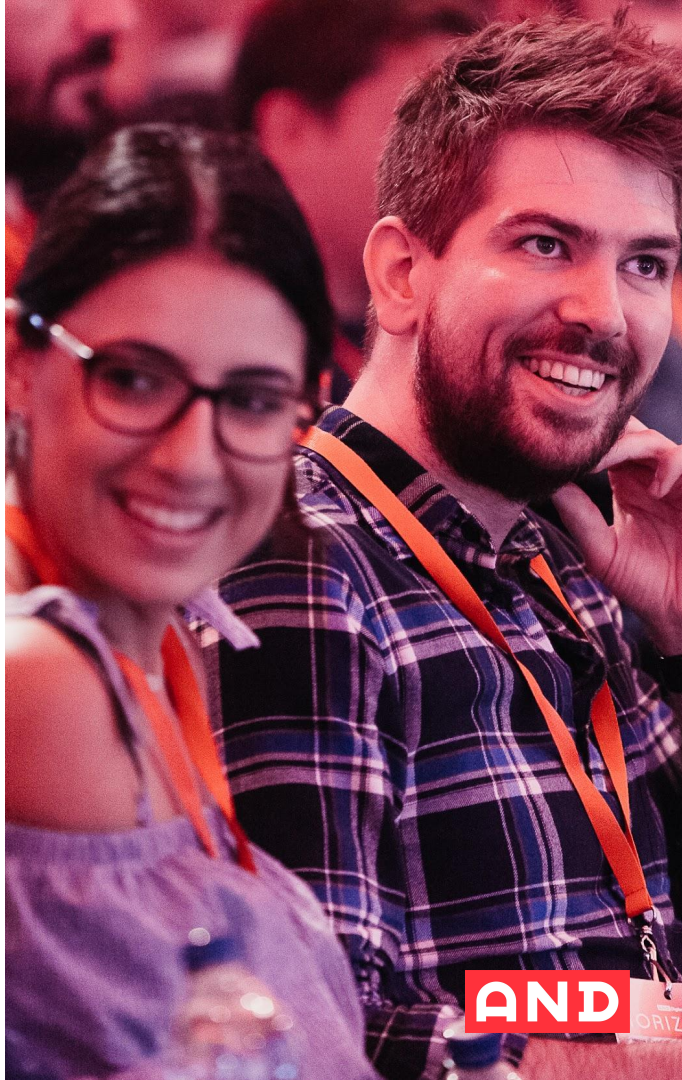
AND Digital does not have a structured annual bonus plan, instead the majority of bonus payments relate to sign on and ad hoc payments.



Next Steps and Action Points

Whilst our key metrics have improved in 2020, we acknowledge there is more to do. We recognise that we need to continue to attract and retain women within all areas of the organisation, we note the following areas for focus:

- Increasing the number of women across all quartiles with focus on development and ensuring more females enter the 4th Quartile both via internal progression and external recruitment.
- Increasing the number of female product developers/attracting ket talent through the roll out of the following strategies which include:
 - Committing to gender balanced candidate shortlists for non engineering roles
 - Ensuring female candidates meet another female employees while they are interviewing
 - Arranging for adverts to be run through gender decoders before publishing
- Blended working presents a new way of working and allows much more flexibility in the way we work at AND Digital. The increased ability to work remotely can be seen as an attractive proposition for those with childcare needs/family obligations. It will therefore be important to leverage this and explore how blended working can be promoted to help attract and retain female talent
- Increased female representation on our non executive board for 2021/2022





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Report issued 1st October 2021
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