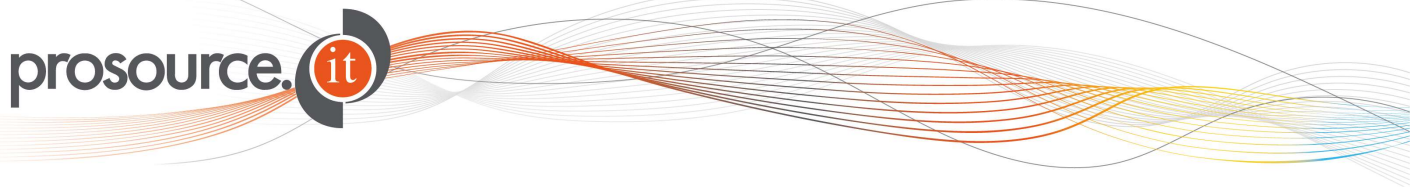


# 2023/24 Gender Pay Gap Report

*prosource.it (UK) Ltd*

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## Introduction

This is our second report on our gender pay gap. We have over 250 employees and therefore need to comply with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We have calculated the figures in this report according to the UK Government's methodology, as required by law. We confirm that the data used and submitted is accurate and in accordance with the requirements of the Regulations.

Our managing director, Stewart Proctor, is the responsible person for reporting our gender pay gap.

## What is a gender pay gap?

Simply put, a company's **gender pay gap** is the difference between the average (mean or median) earnings of men and women across a workforce. It is expressed using six figures specified by the UK government and included in this report.

Most companies will have a gender pay gap, and this should not be confused with equal pay for men and women. The law requires that men and women receive equal pay for equal work and prosource.it ensure this is the case in our business. The gender pay gap in a company reflects the distribution of men and women at different levels of the business and how their pay is structured.

## Understanding and addressing our pay gap

There are many factors that contribute to a company's pay gap.

Technology has historically been a male-dominated sector, and this contributes to our hourly pay gap, and the distribution of men and women across the quartiles. We believe our pay gap figures compare favourably to other companies within the UK IT services sector.

We have always striven to be a company where you can spend your career, and in 1999 when we were founded and in our early years, our employees were predominantly male, as most technology professionals or new graduates were male. As we tend to promote internally rather than hire externally for senior roles, those people are now our most experienced and senior employees.

We see this trend changing over time, and this is reflected in the male/female split in our lower pay quarters. Women are joining us in their early career and included in our lower pay quarter figures. We are committed to developing and retaining our workforce – so our goal is to retain these employees and alongside our natural growth over time, this should lead to greater gender balance in our higher pay quarters.

One of our core values is Inclusivity and we are committed to implementing actions based on our Belonging strategy. These actions are geared to benefit employees across all under-represented groups in our business, including women.

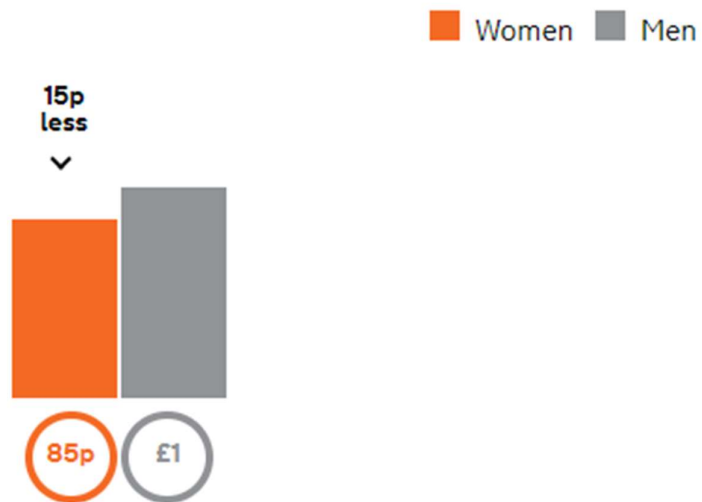
We continue to focus on being an employer of choice, encouraging women to join our business and enter our industry at all levels and identifying, supporting and promoting our high-performing women.

## Our figures

### Hourly Pay

Women earn 85p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 15% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 14% lower than men's.

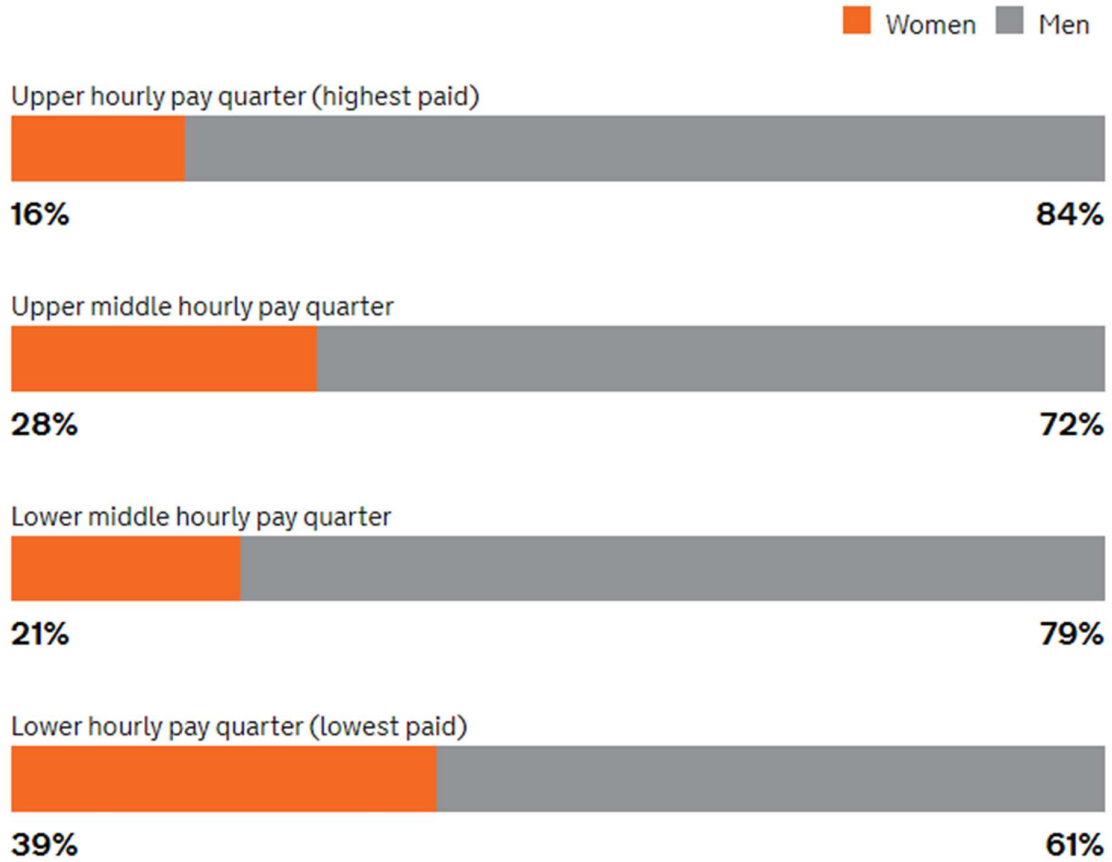


### The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

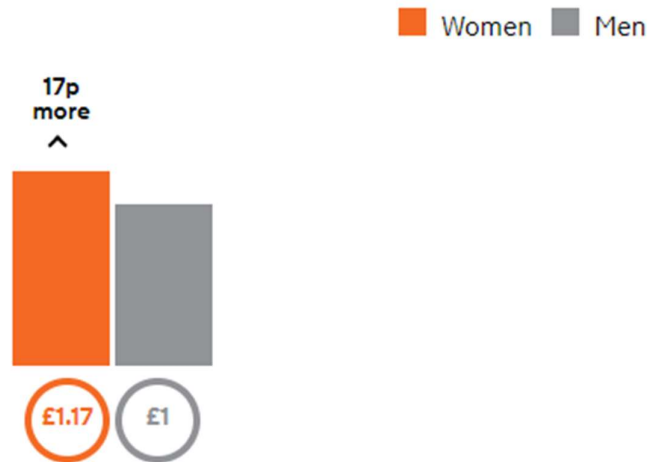
Pay quarters give an indication of women's representation at different levels of the business.

Women occupy 16% of the highest paid jobs and 39% of the lowest paid jobs.



### Bonus pay gap

Women earn £1.17 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 17% higher than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 3% higher than men's.

### Who received bonus pay

24% of women

20% of men