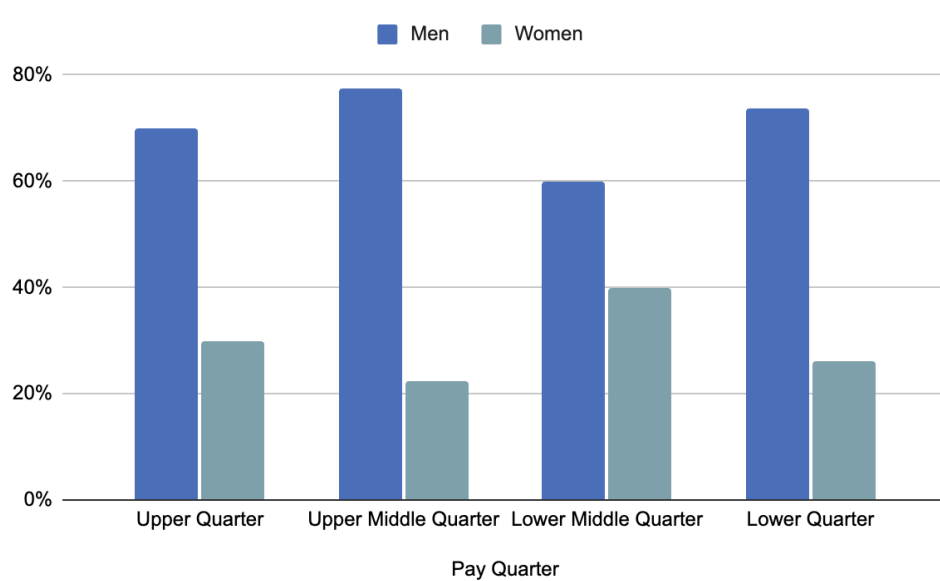


## Certinia UK Limited Gender Pay Gap Report 2025

### Percentage of Men and Women in each hourly pay quarter

Women make up 29.7% of Certinia's population. Women occupy 30% of the highest-paid jobs and 26.5% of the lowest-paid jobs.



#### Lower hourly pay quarter

73.75% are men and 26.25% are women.

#### Lower middle hourly pay quarter

60% are men and 40% are women.

#### Upper middle hourly pay quarter

77.5% are men and 22.5% are women.

#### Upper hourly pay quarter

70% are men and 30% are women.

### Hourly Pay Gap

When comparing mean hourly pay, women's mean hourly pay is 1.6% lower than men's - this means they earn 98p for every £1 that men earn when comparing mean hourly pay.



Women's median hourly pay was 10.3% lower than men's – this means they earn 90p for every £1 that men earn when comparing median hourly pay.



This **median gender pay gap** is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman in the middle of a list of hourly pay, ordered from highest to lowest paid.

The **mean gender pay gap** figure uses the hourly pay of all employees to calculate the difference between the mean hourly pay of men and the mean hourly pay of women.

## Bonus Pay Gap

### Who received bonus pay?

60% of women

56% of men

Women's mean (average) bonus pay was 7.6% higher than men's - this means they earned £1.07 for every £1.00 that men earn when comparing mean (average) bonus pay



Women's median bonus pay was 56% higher than men's – this means they earned £1.56 for every £1 that men earn when comparing median bonus pay



Data snapshot date: 5 April 2025

## Gender Pay Gap Report 2025: Supporting Narrative

Our 2025 Gender Pay Gap data reflects an organisation with a strong commitment to equitable pay and a balanced distribution of talent. With a mean hourly pay gap of just 1.6%, our average earnings for men and women are nearly identical, significantly outperforming the UK national average.

### Understanding our Hourly Pay Gap

While our mean gap is minimal, our median hourly pay gap stands at 10.3%. This indicates that while our overall pay is balanced, the "middle" point of our male workforce sits in a higher pay bracket than the "middle" point of our female workforce. This is largely driven by the underrepresentation of women in the "upper middle" pay quarter and the overrepresentation in the "lower middle" pay quarter.

Despite being the minority in terms of total headcount, women are well-represented at the top of the organisation, occupying 30% of the roles in the highest-paid quarter.

### Analysis of the Bonus Pay Gap

Our bonus data presents a very positive story for female representation in high-performance roles.

- **Proportion:** A higher percentage of our female workforce received a bonus (60%) compared to our male workforce (56%).
- **Mean & Median:** Women's mean bonus pay was 7.6% higher than men's, and the median bonus pay was 56.03% higher.

These figures demonstrate that women in our organisation are not only reaching bonus-eligible positions but are also achieving high levels of performance that command significant rewards. The high median bonus for women suggests that our female employees are strongly represented in specialist or senior roles where bonus potential is highest.