

UNiDAYS

GENDER PAY GAP REPORT

Snapshot Date 5 April 2024



TABLE OF CONTENTS

03 **THE UNiDAYS WAY** OUR COMMITMENT TO DIVERSITY AND INCLUSIVITY

04 **ASSUMPTIONS & CONSIDERATIONS**

05 **DATA ANALYSIS**

09 **RECOMMENDATIONS**

12 **APPENDIX**



The UNiDAYS Way

At **UNiDAYS**, we believe that our company culture reflects the collective attitudes, goals, and experiences of our people. We value what each person brings to our organisation—not despite their background, gender, age, ethnicity, or skill level, but because of it. We understand that our median gender pay gap and bonus discrepancies point to areas that need improvement, and we are committed to addressing these disparities through targeted initiatives aimed at achieving greater equity in compensation and career advancement opportunities.

Our diversity and inclusion ambition is to support, enable and inspire our people to be their best selves. We know that by reflecting the stakeholders we serve and drawing on diverse mindsets, backgrounds and perspectives, we will develop the best leaders, products and services.

Our Commitment To
Diversity and Inclusivity.



Insights into our report

01 UNiDAYS views the legal requirement to report on our gender pay gap as an opportunity to reinforce our commitment to fair practices and drive positive change through a dedicated action plan.

02 The gender pay gap improved due to our leadership team's commitment in driving positive change and hiring females into senior positions, represented in the upper and upper middle pay quarters.

03 Although UNiDAYS is almost at the 50:50 divide in gender, the imbalance of male to female employees, especially in leadership positions, continues to impact our overall figures.

04 UNiDAYS reports on bonus and commission related data, as mandated by law. Due to company performance employees did not receive the annual bonus during this snapshot period. However, a very small number of employees (majority women) received performance-based sales incentives - we recognise that this limited instance does not accurately represent our typical bonus practices.

05 We adhere to the statutory gender classification, which means any undeclared or blank gender entries are excluded from the report.

06 We conducted two gender pay gap calculations, the first being only UK data as mandated by law, and the second, including global data to understand our global gender pay gap as a comparison. Although this gives us a global view, we must consider the impact of cost of living differences and exchange rate fluctuations when converting non GBP salaries to GBP in calculating our Gender Pay Gap.

07 While gender pay gap reporting is a vital tool for promoting transparency and awareness, it's essential to understand its limitations. This data provides a broad overview of average earnings differences between men and women, and is influenced by a range of factors beyond equal pay for equal work. Therefore, interpreting the pay gap requires careful consideration of this broader context, rather than solely focusing on individual instances of pay disparity.

DATA **ANALYSIS**



Data Analysis

There has been a **5% decrease** in the average gender pay gap at UNiDAYS since 2023.

This positive change has been driven by an **increase in female employees in the upper and upper middle quartiles of pay**, and decrease in the lower middle quartile of pay. This may have impacted the reduction to the average and median pay gap compared with the previous gender pay gap data in 2023. A focus on hiring females into senior roles and benchmarking their pay in line with market data to ensure fair pay positively impacted the upper and upper middle quartiles of pay.

The global numbers combine data from our employees within the UK, Australia, the US, India and Germany. **When comparing the average pay gap between all entities (10.3%) and the UK alone (23.6%), there is a 13.3% decrease when global figures are included.** Whilst the gap is smaller globally, it is important to note that only a small group of non-UK employees met the criteria for this report and does not account for the cost of living or salary adjustments by country. Furthermore, salaries for the global figures were converted to GBP and exchange rates can fluctuate. **The 7.9% increase in the upper quartiles of pay for females** could further reinforce our efforts to hiring females into senior roles.

Overall, we still see significantly more males in the upper quartile of pay, and more females in the lower quartile of pay, which increases the mean and median difference in pay. The Office of National Statistics tells us that the gender pay gap is higher in skilled occupations, which represents the majority of our workforce.

The significant change in mean bonus pay is due to only 2 high bonuses being paid in that period to female employees in 2024. In the previous gender pay data in 2023, the 4 highest bonuses were all paid to male employees

The overall number of bonus receivers has reduced in 2024 compared with 2023. In 2024, proportionally less male employees received a bonus in comparison with female employees. This is due to company performance and the bonus not being awarded to employees. However, some business areas, such as sales, receive performance-based sales incentives where women are a majority.



Data Analysis (UK)

The tables below show the mandatory gender pay figures as required by law for the snapshot date of 5th April 2024.

Quartiles	Proportion Male	Proportion Female	Absolute Difference v 2023
Upper Hourly Pay Quarter	66.1%	33.9%	3.7%
Upper Middle Hourly Pay Quarter	54.8%	45.2%	3.0%
Lower Middle Hourly Pay Quarter	54.8%	45.2%	-4.0%
Lower Hourly Pay Quarter	34.9%	65.1%	2.6%
Overall	52.6%	47.4%	

Hourly Pay		
	%	Absolute Difference v 2023
Average Pay Gap <i>(mean difference in hourly pay)</i>	23.6%	-5.0%
Median Pay Gap <i>(median difference in hourly pay)</i>	19.6%	-1.1%
Average Bonus Gap <i>(mean difference in bonus pay)</i>	-4.3%	-47.9%
Median Bonus Gap <i>(median difference in bonus pay)</i>	7.7%	-19.4%

Proportion Receiving Bonus		Absolute Difference v 2023
Male	42.7%	-27%
Female	58.7%	-5%

The median gender pay gap is calculated as the difference between median hourly earnings of men and women as a proportion of men's median hourly earnings.

Data Analysis (Global)

The tables below show the mandatory gender pay figures as required by law for the snapshot date of 5th April 2024.

Quartiles	Proportion Male	Proportion Female
Upper Hourly Pay Quarter	58.2%	41.8%
Upper Middle Hourly Pay Quarter	63.25%	36.8%
Lower Middle Hourly Pay Quarter	54.4%	45.6%
Lower Hourly Pay Quarter	38.2%	61.8%
Overall	53.5%	46.5%

Proportion Receiving Bonus	
Male	48.3%
Female	61.2%

Hourly Pay	
	%
Average Pay Gap <i>(mean difference in hourly pay)</i>	10.3%
Median Pay Gap <i>(median difference in hourly pay)</i>	16.1%
Average Bonus Gap <i>(mean difference in bonus pay)</i>	-17.5%
Median Bonus Gap <i>(median difference in bonus pay)</i>	7.4%

The median gender pay gap is calculated as the difference between median hourly earnings of men and women as a proportion of men's median hourly earnings.

SNAPSHOT (UK) – APRIL 5, 2024

OVERALL GENDER PAY GAP FIGURES

Mean difference

23.6%

Median difference

19.6%

We are required by law to carry out a Gender Pay Gap report for UK employees under the [Equality Act 2010](#).

Our Workforce
Is made up of a male majority

52.6%

47.4%

SNAPSHOT (UK) – APRIL 5, 2024

Upper

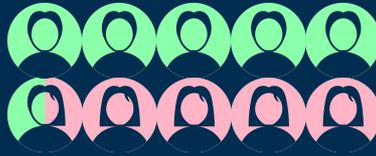
Hourly Pay Quarter



66.1% Male | 33.9% Female

Upper Middle

Hourly Pay Quarter



54.8% Male | 45.2% Female

Lower Middle

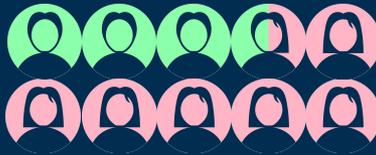
Hourly Pay Quarter



54.8% Male | 45.2% Female

Lower

Hourly Pay Quarter

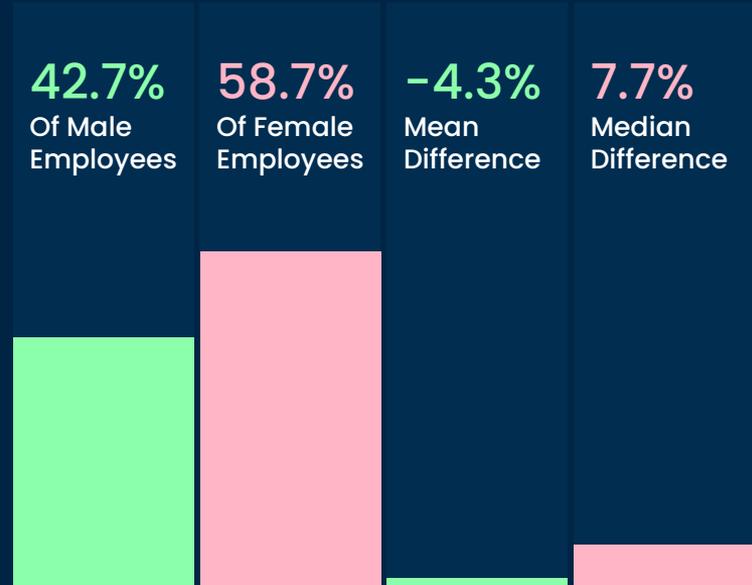


34.9% Male | 65.1% Female

Bonus Pay Gap

The proportion of males and females receiving bonus pay.

The difference in bonus pay males and females received.



Action Plan Recommendations



01 Annual Compensation Reviews

We are committed to consistently reviewing our compensation structure across all levels at **UNiDAYS** by conducting annual compensation audits to make data informed recommendations, identifying any outliers and creating a fair and consistent approach to promotions and merit reviews.

02 Learning & Development

We are committed to the learning and development of our people by funding training and career development courses across genders and seniority levels, such as the leadership success programme and team specific development workshops.

03 Engagement

We are committed to making better informed decisions and identifying factors that impact employee engagement, touching on themes that matter in the workplace today including compensation and career development. We intend to send out a company-wide survey bi-annually to gain honest feedback from our employees, identify key drivers, understand how our culture is perceived, benchmark our data over time to identify areas of improvement and to shape our employee value proposition.

04 People Analytics

We are committed to using data to drive our business decisions and aim to create department health plans to understand the well-being, engagement and the effectiveness of different teams and recommend action. This will in particular, help us to track representation and inclusion efforts, address disparities in leadership opportunities and promote fair treatment across all levels. We are committed to driving operational excellence and improving our employee experience through our people platforms. We will implement Lattice, a new people management tool, to standardise our performance reviews by utilising OKRs to align the business, provide clarity and drive business performance.

APPENDIX



SNAPSHOT (UK) – APRIL 5, 2023 – SUMMARY

OVERALL GENDER PAY GAP FIGURES

Mean difference

28.6%

Median difference

20.7%

We are required by law to carry out a Gender Pay Gap report for UK employees under the [Equality Act 2010](#).

Our Workforce
Is made up of a male majority

54.1%

45.9%

SNAPSHOT (UK) – APRIL 5, 2023 – SUMMARY

Upper

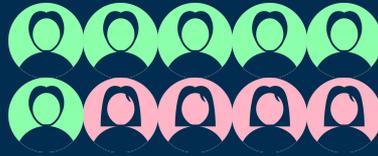
Hourly Pay Quarter



69.8% Male | 30.2% Female

Upper Middle

Hourly Pay Quarter



57.8% Male | 42.2% Female

Lower Middle

Hourly Pay Quarter



50.8% Male | 49.2% Female

Lower

Hourly Pay Quarter

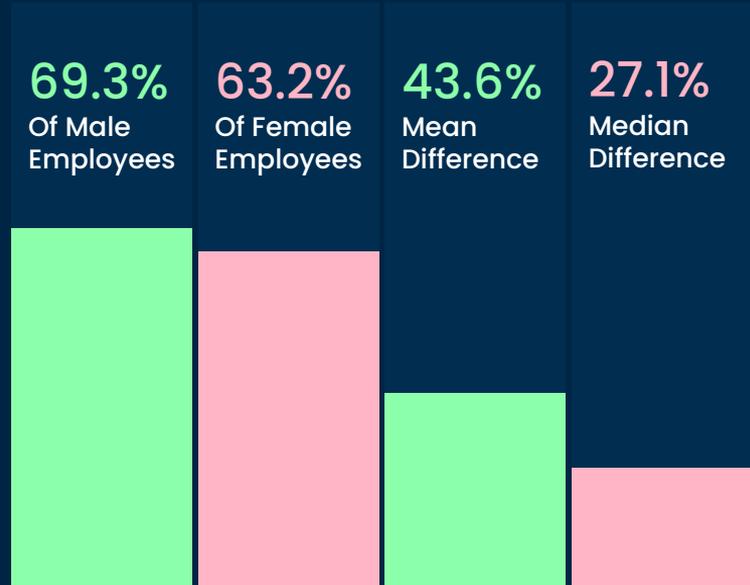


37.5% Male | 62.5% Female

Bonus Pay Gap

The proportion of males and females receiving bonus pay.

The difference in bonus pay males and females received.



UNiDAYS

THANK YOU!

**WHAT IF I HAVE ANY
QUESTIONS OR CONCERNS?**

If you have a question or concern, please reach out! You can contact your manager, the People Team, or the Legal Team (people@myunidays.com) with your question and we'll do our best to promptly respond to you.