



Gender Pay Gap Report

ergo:

Ergo Gender Pay Gap Report

As per the Gender Pay Gap Information Act 2021, we are required to show:

- The percentage of male and female employees who received bonus pay
- The percentage of male and female employees who received benefit in kind
- The percentage of male and female employees in each of four pay band quartiles
- The mean and median pay gap in hourly pay between all male and female employees
- The mean and median pay gap in hourly pay between part-time male and female employees
- The mean and median pay gap in hourly pay between temporary male and female employees
- The mean and median bonus pay gap between male and female employees

The information is as of 30 June 2022 and reflects the employees of Ergoservices Limited and Micromail Limited as of that date. Asystec Limited (acquired February 2022) and Boatyard X Limited (acquired November 2022) are not included in the base data.

Bonus Pay and Benefit in Kind

Our percentage of male and female employees who receive bonus pay and benefit in kind respectively is as follows:

	% of employees who were paid a bonus	% of employees who received BIK
Total Males	58.70%	8.26%
Total Females	57.89%	12.28%

Pay Band Quartiles

The percentage of male and female employees in each of four pay band quartiles is as follows:

	% of Male	% of Female
A (upper)	77.78%	22.22%
B (upper middle)	80.28%	19.72%
C (lower middle)	77.78%	22.22%
D (lower)	84.72%	15.28%

When one looks at the % of our male and female employees in each of the pay band quartiles, it can be represented as follows:

	% of Male	% of Female
A (upper)	24.35%	28.07%
B (upper middle)	24.78%	24.56%
C (lower middle)	24.35%	28.07%
D (lower)	26.52%	19.30%

Mean and Median Pay Gaps

The mean and median pay gap in hourly pay between all male and female employees

	Mean Gender Pay Gap %	Median Gender Pay Gap %
Mean & Median Overall Population Hourly Gender Pay Gap %	4.07%	-5.69%

The data for our overall population shows a gap of 4.07% in favour of males when one looks at the mean % and a gap of 5.69% in favour of females when you look at the median % gap.

The mean and median pay gap in hourly pay between part-time male and female employees

	Mean Gender Pay Gap %	Median Gender Pay Gap %
Part-time: Mean & Median Gender Pay Gap %	-25.26%	-46.18%

The mean and median pay gap in hourly pay between temporary male and female employees

	Mean Pay Gap % Temp Contract	Median Pay Gap % Temp Contract
Mean & Median Temp Contract Gender Pay Gap %	0.00%	0.00%

The mean and median bonus pay gap between male and female employees

	Mean Bonus Pay Gap %	Median Bonus Pay Gap %
Mean & Median Bonus Gender Pay Gap %	37.37%	-11.11%