

Gender Pay Gap Report

April 2022

Our Diversity, Equality and Inclusion strategy is driven via our culture of compassion, respect, and acceptance.

Diversity plays a huge part Ultima's ethos, and we are passionate about building and sustaining an inclusive and equitable working and learning environments for all employees, contractors, partners, and customers. We believe every individual that represents our business enriches our diversity by exposing us to a broad range of ways to understand and engage with the world, identify challenges, and to discover, design and deliver solutions.

Our Leadership team are at the core of our culture, standing for inclusivity with a zero tolerance on discrimination, bullying and harassment. We have dedicated training across our organisation on diversity, equality, and inclusion. As a business we ensure a safe inclusive environment so that all our people have a sense of belonging.

Wellbeing is central to our business culture underpinned by our policies, benefits, management training and reinforced by our leadership team.

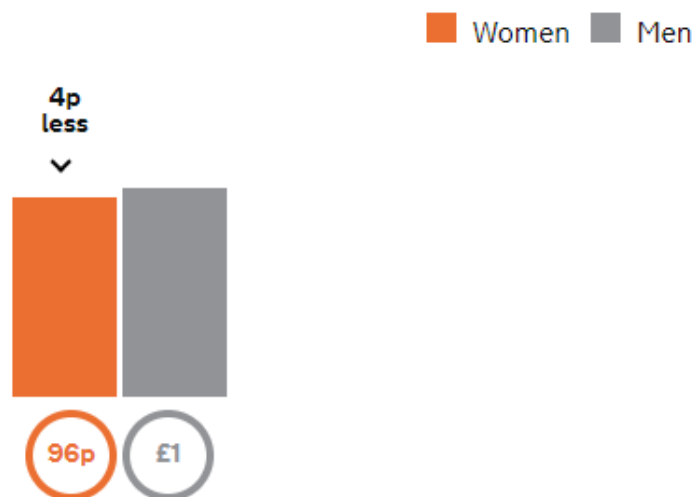
As part of our talent acquisition, we partner with local and national organisation representing:

- Armed forces
- Disability charities
- Youth Groups
- Universities
- Colleges
- Berkshire Women Aid
- We are a Real Living Wage employer

Ultima has over 370 staff and has a pre-eminent position in its market sector taking great pride in being an exciting and recommended equitable place to work. At Ultima, everyone is paid for the role they have in the team and for their performance in that role, this also includes paying all our apprentices and contractors the Real Living Wage rate to ensure they do not suffer financially with annual cost of living rises. No other factors affect an employee's remuneration. The figures included in this report are based on the snapshot of data taken on **5th April 2022**.

Hourly pay gap

In this organisation, women earn **96p** for every **£1** that men earn when comparing median hourly pay. Their median hourly pay is **4%** lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is **2%** lower than men.

Note: The median gender pay gap figure 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 who is in the middle of a list of hourly pay ordered from highest to lowest paid.

A median involves listing all the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

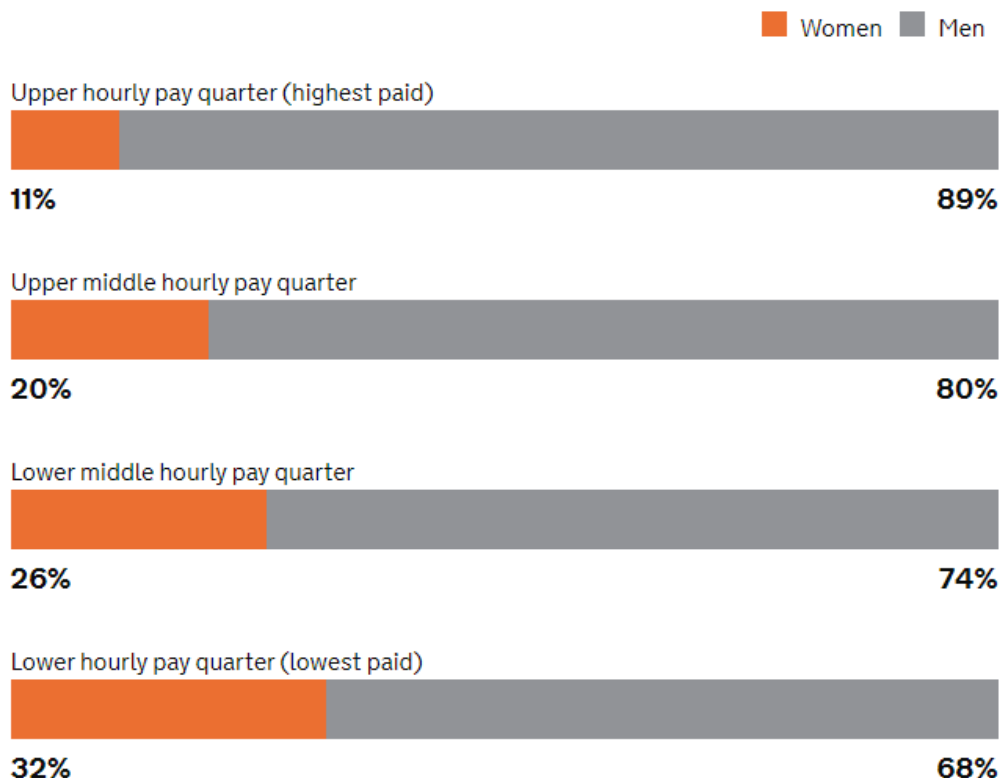
The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

The percentage of women in each pay quarter

In this organisation, women occupy **11%** of the highest paid jobs and **32%** of the lowest paid jobs.



Upper hourly pay quarter (highest paid)

11% of the upper hourly pay quarter (highest paid) are women.
89% of the upper hourly pay quarter (highest paid) are men.

Upper middle hourly pay quarter

20% of the upper middle hourly pay quarter are women.
80% of the upper middle hourly pay quarter are men.

Lower middle hourly pay quarter

26% of the lower middle hourly pay quarter are women.
74% of the lower middle hourly pay quarter are men.

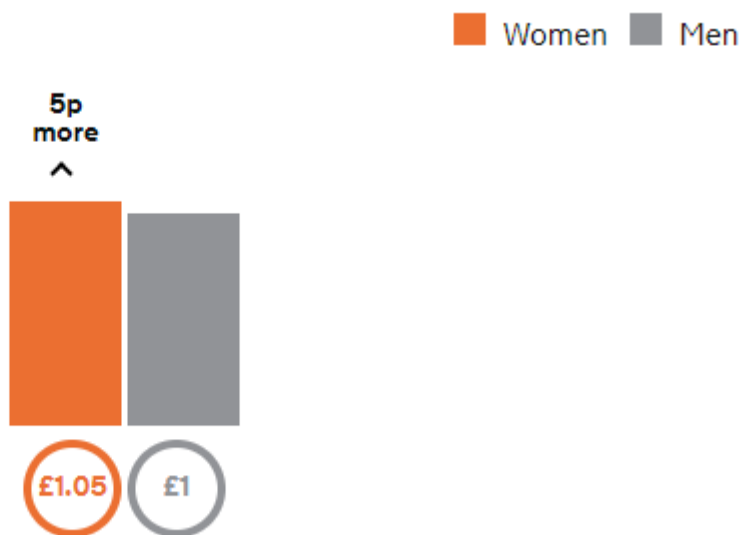
Lower hourly pay quarter (lowest paid)

32% of the lower hourly pay quarter (lowest paid) are women.
68% of the lower hourly pay quarter (lowest paid) are men.

Note: Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay. It also gives an indication of women's representation at different levels of the organisation.

Bonus pay gap

In this organisation, women earn £1.05 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 5% higher than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 13% lower than men.

Who received bonus pay

29% of women

13% of men

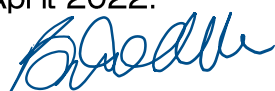
Closing the gap

We believe that getting diversity right will pave the way for greater creativity and growth, and we set time-bound targets for the share of multiple representation in senior leadership roles. Our target is to reach a share of 30% women in senior leadership roles overall by the end of 2030, and a minimum of 40% across the business. We require diversity in all recruitments and promotions, in both the shortlisting and offer stages.

We will continue working with our partnerships such as Real Living wage to ensure all employees regardless of their gender will be paid accordingly for the role they do.

Declaration

We confirm that the information and data reported is accurate as of the snapshot date 5th April 2022.


Scott Dodds
CEO

