

Gender Pay Gap Report 2023



Foreword from Tamsin Ashmore, CFO

The Ultima Group is committed to addressing any inequalities in pay and opportunities for men and women in the workplace. The Ultima Group has over 450 employees globally and our practices are mirrored across all locations. We are passionate about ensuring that we have an equitable workplace, and we focus on opportunities from entry level through to leadership development.

Women in technology businesses have been underrepresented for a significant period (ratio of men to women in tech is about 3:1) and at Ultima we are making continued efforts to enhance the diversity and inclusion in our organisation.

To date, we have:

1) Developed and implemented diversity and inclusion policies and practices relating to hiring, training, maternity, mentoring and evaluation that are fair, transparent, and accountable.

"Implementing enhanced maternity benefits is a pivotal step towards narrowing the gender pay gap and fostering workplace equality. By offering improved maternity benefits, Ultima has acknowledged the unique challenges women face in balancing career aspirations with family responsibilities. This proactive approach not only supports women during a critical life stage but also facilitates their seamless transition back into the workforce after maternity leave." Diana Yeates, Account Director

"Over the past 18 months Ultima's focus on DE&I and development of future female leaders has increased significantly. Training has been rolled out through the leadership teams to enhance understanding and create a stronger appreciation of the changes required to create a new status quo within the Technology Industry." Jo Davies Head of Business Operations

2) Provided and invested in diversity and inclusion programmes and initiatives through our apprenticeship scheme.

"For many years, the service desk has been male dominated. To address this issue, we sought input from engineers to understand how to have a more diverse approach to candidates for new hires, work experience, apprenticeships, and more. We received feedback from various engineers, who provided insight on how to advertise job descriptions to be attractive to various abilities and genders. This has had a dramatic and positive impact, as we currently have a 43% diversity rate." Alicia Robey, Managed Services Support Manager

3) Created a Women in Ultima community which offers networking, learning and advocacy opportunities across our business.

“Women in Ultima has provided the females of the company with the support, knowledge and resources to build a more inclusive and equitable organisational culture. The workshops and networking events continue to promote equal opportunity and empower the females within Ultima to achieve their full potential and inspire the leaders of tomorrow”.

Layla Walters, Service Delivery and Transition Manager

4) Raise and spread awareness and education about diversity and inclusion issues and benefits such as through campaigns, events and media that challenge and change the culture and norms in the tech sector.

“Ultima has created a clear focus through our campaigns over the last year, ensuring that we have a diverse and equal split of employees promoting Ultima where previously this primarily consisted of our male technical leads driving these areas. We have consciously promoted our female employees and the skills and benefits that they bring to the technology world in our most recent campaigns including our brand. This was kicked off following a successful campaign around International Women’s Day where multiple colleagues from all areas of the business contributed to raising awareness on Equity within the workplace.”

Teri Hudson, Resource Team Lead

Whilst we continue to present gender pay variances in our report, this is driven more significantly by the variations of role types in our business and the large proportion of senior technical roles which are still carried by men in the sector. We believe in building the funnel of more women in the workplace and have focused specifically on more technology role opportunities within our Managed Services.

Year on Year, the pay variance in our report has reduced, with key areas to note:

- In FY23, we have a greater proportion of women in the lower hourly roles compared to FY22 which is aligned to our strategy of building the funnel, we also have a greater % of women in the upper hourly roles compared to the prior year.
- Our mean and median gender pay gap for hourly pay has reduced with hourly pay having increased year on year. We mainly consist of a technical services business and due to the lack of senior technical women in the global talent pool, this gender pay gap continues.
- A larger proportion of women in the business receive a bonus or commission compared to men, although there is a gap in the average bonus paid. This variance has reduced year on year.

In summary, there has been improvement in each of the metrics in the gender pay gap report. We firmly believe that diversity in Ultima fosters innovation, creativity and problem solving by different perspectives being brought to the table. It also enables us to retain talent by creating a culture of belonging, respect, and support for all employees.

Cultivating Diversity, Equality, and Inclusion

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

Diversity plays a huge part in 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, equity 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 organisations representing:

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

Ultima has over 450 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 2023.



Hourly Pay Gap:

Women in Ultima this organisation earn 74p for every £1 that men earn when comparing median hourly pay. The median hourly pay for women is 19% lower than men's.

Mean Hourly Pay Gap:

When comparing mean (average) hourly pay, women's mean hourly pay is 12% lower than men.

- Median figures provide a snapshot of the 'typical' situation, unaffected by extreme values, making them useful for identifying general trends.
- Medians are determined by arranging hourly pay in numerical order and finding the middle value. This approach minimizes distortion from very high or low pay.
- Mean figures, calculated by adding all values and dividing by the number of values, offer an overall indication of the gender pay gap.
- However, mean averages can be influenced by extremely high or low hourly pay, potentially distorting the overall figure.
- It's important to note that while medians may not capture all gender pay gap issues, mean averages may be influenced by extreme values, particularly in the highest or lowest pay brackets.

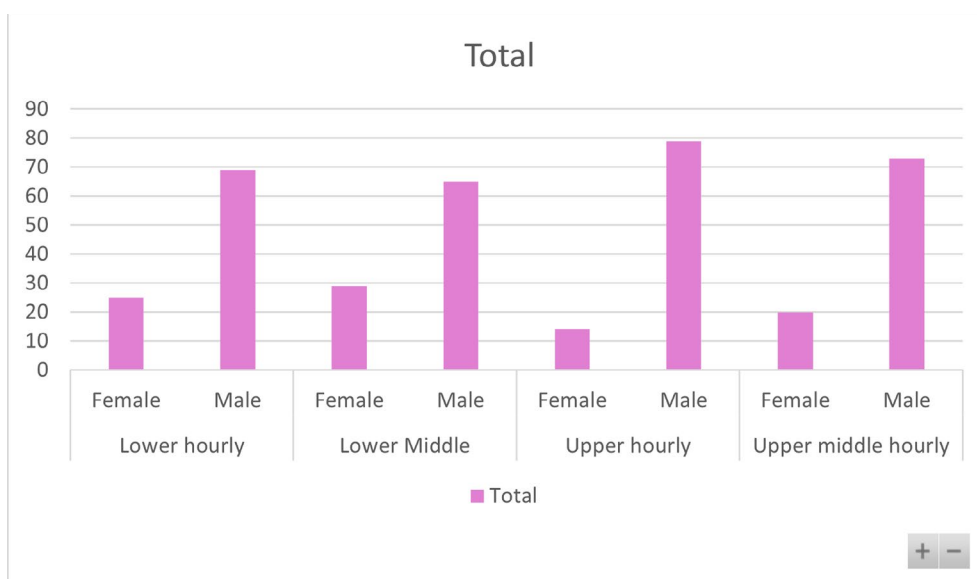




The percentage of women in each pay quarter

In Ultima, women occupy 15% of the highest paid jobs and 27% of the lowest paid jobs.

Pay gap by quarter



Upper hourly pay quarter (highest paid)

15% of the upper hourly pay quarter (highest paid) are women.
85% of the upper hourly pay quarter (highest paid) are men.

Upper middle hourly pay quarter

22% of the upper middle hourly pay quarter are women.
78% of the upper middle hourly pay quarter are men.

Lower middle hourly pay quarter

31% of the lower middle hourly pay quarter are women.
69% of the lower middle hourly pay quarter are men.

Lower hourly pay quarter (lowest paid)

27% of the lower hourly pay quarter (lowest paid) are women.

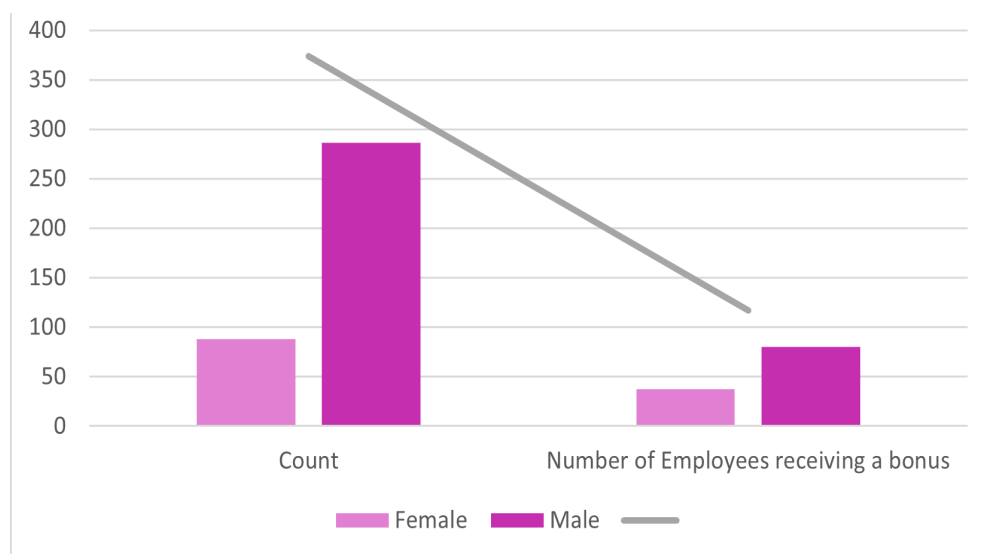
73% of the lower hourly pay quarter (lowest paid) are men.

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.

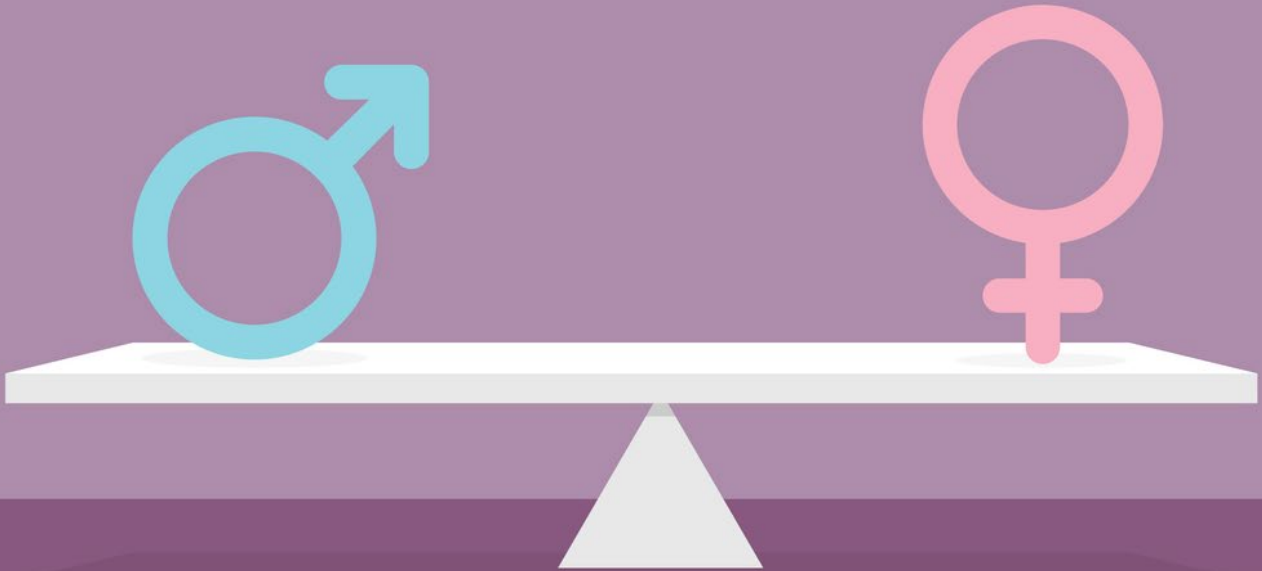
Bonus pay gap

In this organisation, women earn £0.92 for every £1 that men earn when comparing median bonus pay.

Number of employees receiving a bonus by gender



When comparing mean (average) bonus pay, women's mean bonus pay is 13% lower than 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 April 2023.