

Gender Pay Gap Report

The Group has noted a widening of gender pay in 2018 and, in particular, a gender imbalance at a senior level. These results were affected by the resignations of two senior female staff during the reporting period.

Although we are certainly not complacent about it, we believe that this imbalance is typical of recruitment businesses in the technology sector and, in our case, it reflects the way the Group has grown through acquisition.

We remain confident that staff in comparable positions are rewarded fairly and without any regard to gender.

Increasing the diversity of our workforce, and in particular our management, is a key strategic objective for the Group and we are developing a positive action strategy that we expect will deliver significant results in the medium and long term.

In the meantime, our latest PULSE staff survey results show a significant improvement in employee engagement and communication. As a result of recent training initiatives InterQuest employees have an increased understanding of the Group's commitment to diversity and we are developing an open culture in which employees are empowered to share with management any concerns and issues they might have.

Hourly wages pay gap

Women earn 73p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 27.1% lower than men's. When comparing mean hourly wages, women's mean hourly wage is 40% lower than men's.

Proportion of women in each pay quarter

In this organisation, women occupy 26% of the highest paid jobs and 57% of the lowest paid jobs.

	Women	Men
Top quarter	26%	74%
Upper Middle quarter	36%	64%
Lower Middle quarter	56%	44%
Lower quarter	57%	43%

Bonus pay gap

Women earn 36p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 64.3% lower than men's. When comparing mean bonus pay, women's mean bonus pay is 60.6% lower than men's.

Who received bonus pay

87% of women

91% of men

Understanding our gap

The gender pay gap is defined as the difference in the average pay between men and women. In common with many other large UK employers, the gender pay gap of InterQuest is driven by:

- Employing more males than females at a senior level
- Employing more females in junior and non-sales roles
- The bonus gap is driven by fewer women in senior positions where higher bonuses are paid.

This differs from an equal pay gap; which is a failure to pay men and women like pay for like work.

We acknowledge that the results of our report show a disappointing difference and we recognise that we need to make better progress in reducing this gap. The gender pay gap will persist until there is a greater number of women at a senior level in our organisation. We are deeply committed to addressing this but acknowledge that this will take time and consistent focus by our senior management team.

Declaration

We confirm that InterQuest Group Plc's pay gap data has been collected and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Chris Eldridge