

## GENDER PAY GAP REPORT 2021

As syncreon Technology UK Limited employs more than 250 people it is required to publish details of its gender pay gap to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

syncreon Technology UK Limited report that, the mean gender pay gap, showing the difference in the average hourly rate of pay between men and women is 31%. The mean gender bonus pay is 77%.

At syncreon Technology UK Limited, employees below Team Leader level receive the same rate of pay for their job role regardless of their gender. For job roles at Team Leader level and above, salaries may differ, but gender is not the differentiator. At syncreon we are confident that men and women are paid equally for doing equivalent jobs across our business where they are equally comparable. All bonuses paid in the Company are gender neutral by design.

We are committed to the principle of gender pay equality and need to continue to look at steps, we may be able to take, to reduce or eliminate our Gender Pay Gap.

We are confident that syncreon's Gender Pay Gap is not a pay issue, we know this because our approach to pay is gender neutral by design and our analysis shows that our pay gap is driven by the structure of our workforce. In determining pay and reward for our employees we balance numerous factors, including the economic climate, company performance as well as the external market for the roles that we offer.

syncreon Technology UK Limited employs and promotes staff based on merit and regardless of any protected characteristic. Work/Life balance is one of syncreon's Core Values and we offer our employees a range of flexible working options in support of this. These options include part-time working, job share, home working, flexi-time and we comply with statutory leave entitlements. Some of our employees choose these options where they can be facilitated.

We will be open and transparent with our employees about our Gender Pay Gap and will encourage them to contribute ideas for ensuring the Gender Pay Gap is reduced or eliminated in the future. Through our Employee Forums, we will encourage employees to raise issues that they believe contribute to gender inequality and we will work with them to break down barriers where they exist.

We are calling on other organisations we work with who supply syncreon Technology UK Limited with employees or workers to support us, where possible, in reducing or eliminating our Gender Pay Gap.

I can confirm that syncreon Technology UK Limited have prepared our 2021 Gender Pay Gap results in line with mandatory requirements and the data reported is accurate.

*Glen Clark*

**Glen Clark**

**Acting CHRO**

**SYNCREON TECHNOLOGY UK LIMITED GENDER PAY GAP AT A GLANCE**

| Difference between men and women |      |  |        |  |
|----------------------------------|------|--|--------|--|
|                                  | Mean |  | Median |  |
| Pay gap                          | 31%  |  | 9%     |  |
| Bonus gap                        | 77%  |  | 0%     |  |

**PERCENTAGE OF EMPLOYEES RECEIVING A BONUS:**

|   |     |
|---|-----|
| Proportion of Males receiving a bonus   | 53% |
| Proportion of Females receiving a bonus | 71% |

**PROPORTION OF EMPLOYEES IN EACH PAY QUARTILE:**

|   |     |
|---|-----|
| Proportion Males in Upper Quartile          | 77% |
| Proportion Females in Upper Quartile        | 23% |
| Proportion Males in Upper Middle Quartile   | 69% |
| Proportion Females in Upper Middle Quartile | 31% |
| Proportion Males in Lower Middle Quartile   | 61% |
| Proportion Females in Lower Middle Quartile | 39% |
| Proportion Males in Lower Quartile          | 18% |
| Proportion Females in Lower Quartile        | 83% |