

# Gender Pay Gap Report 2022





# Executive Summary

We are pleased that many of the initiatives we launched several years ago have continued to have an impact on reducing our mean gender pay gap. This year we're pleased to report a further reduction in the mean gender pay gap, down to 22%, a 13-point reduction over the past 6 years.

We remain committed to making Global an inclusive workplace where great work is encouraged, rewarded and recognised. As most of our workforce returned to offices in late 2021 after COVID, we introduced more flexibility in the way we work and have significantly increased training and development opportunities. Women at Global have specifically benefited from these improvements with a 25% increase in the number of women receiving training and a dramatic improvement in the number of women promoted in the year.

Progress is of course welcome, but we also recognise and understand that there are still further opportunities for improvement, which is why we remain focussed on attracting, developing and retaining female talent, particularly at senior levels of the organisation.

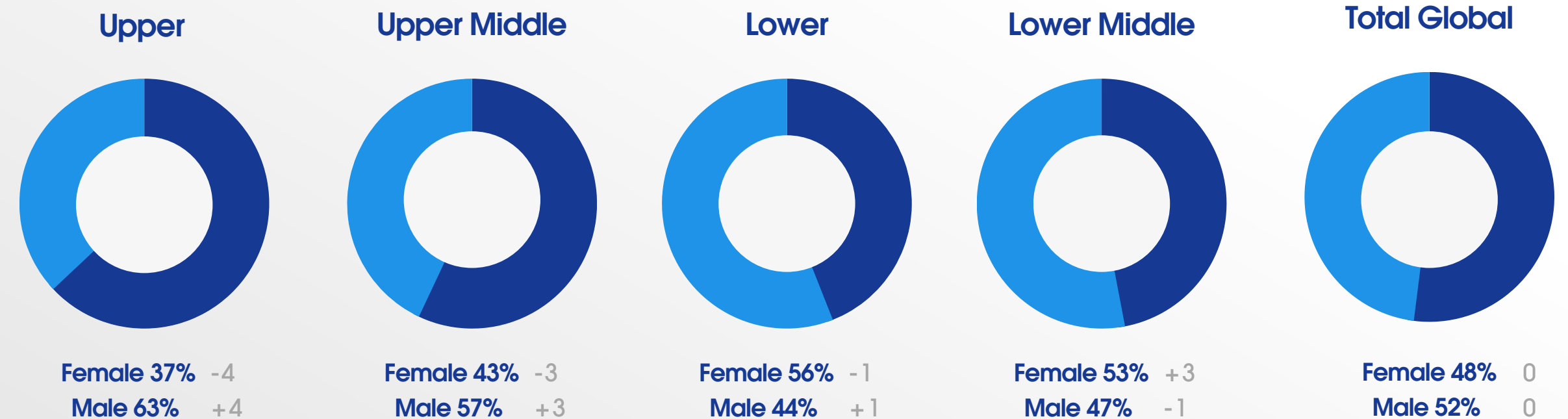
Stephen Miron  
Group CEO

Sally Cairns  
Chief People Officer





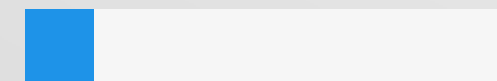
# Global Gender Pay Gap Data 2022



## Hourly fixed pay



Mean 22% -1



Median 14% +2

## Bonus paid



Mean 2% -61

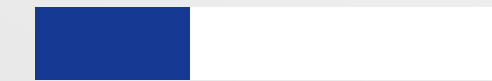


Median 12% -6

## Receiving bonus Pay



Female 54% +10



Male 32% +1

## Mean pay gap

# 22%

Female vs Male -1

● Female  
● Male  
● 2021 comparison data



# What does it mean?

In this report, we have set out the gender pay gap data as of 5 April 2022.

- Since we first started collecting this data in 2017 we have decreased our mean pay gap by 13 percentage points
- In 2022 our workforce remains at a near equal split: 52% female and 48% male, which is unchanged year on year
- We have reduced females in the lower quartile by 1 percentage point to 56% and increased those in the lower middle quartile by 3 percentage points to 53%
- Although there appears to be a significant reduction in the mean bonus paid to women down to 2%, this is due to the bonus being paid at a different point in 2022. On a like-for-like basis the bonus gap reduced to 35% (-28%)
- Women receiving bonus pay has increased by 10 percentage points to 54% in comparison to men who increased by 1 percentage point to 32%





# Talent and progression

Female talent has been a high priority from recruitment, right through to development and progression.

61%

of external senior hires (Head of title or above) were female

50%

of internal senior hires (Head of title or above) were female

46%

of senior management at Global (Head of title or above) are female

132

women received a promotion in 2021/22, an increase of 238% on the previous year's figure of 39

25%

increase in the number of women receiving training bringing the number to 631 from 503

63%

of graduate apprentices are female

55%

of our Technology & Digital Early Careers programme intake are female

48%

female future leaders identified for senior leadership roles

68%

female future leaders identified for senior management roles

We also piloted a development programme for mid-level talent investing in 25 female future leaders providing them access to courses, events and worldwide networking with other female managers and leaders across a variety of industries.





# What's next?

In the coming year we aim to continue our efforts for greater gender diversity by...

## Reward and recognition

Improving our benefit and recognition offerings to continue to deliver competitive perks and rewards for Globalbers

## Leadership

Focusing on the recruitment and development of female talent in the upper and upper middle quartiles, whilst also improving retention in those quartiles

## Attracting and investing in talent

Continuing to attract and recruit the best talent from early careers through to senior leadership, and invest more into mentoring, coaching and sponsorship of female Globalbers

## Policy and guidance

Reviewing and signposting our policies around menopause, fertility, maternity/parental leave and wellbeing





# Gender pay gap

The gender pay gap is the difference between the average earnings of men and women. It looks across all jobs, at all levels, within an organisation.

It is a legal requirement for all UK companies with over 250 employees to report the pay gap between female and male employees. All relevant companies must report their gender pay gap data as 5 April 2022.

The gender pay gap is different to equal pay. Equal pay is the legal requirement that women and men are paid the same for the same or similar work.

## Receiving a bonus Proportion of male and females

The percentage of females and males who received bonus pay in the 12 months leading up to the report date of 5 April 2022.

## Median pay gap is % difference

The percentage difference in pay between the middle person in a ranking of highest to lowest paid women and men.

## Mean pay gap is % difference

The percentage difference in average hourly pay of women as compared with men.

## Proportion of male & females pay by quartile is

The pay rates from the lowest to the highest paid UK employees split into four equal sized groups, with the percentage of females and males in each quartile for the 12 months leading up to the report date of 5 April 2022



# Gender Pay Gap Report 2022

