

methods III
AN ALTEN COMPANY

Gender Pay Gap Report

for 5th April 2024



Gender pay gap explained

We are pleased to present our annual Gender Pay Gap report and analyses and reflects the position on 5th April 2024.

There are 4 categories which required companies must report their gender pay gap on:

1

Mean and median gender pay gap for hourly pay

2

Mean and median gender pay gap for bonus pay

3

Proportion of men and women receiving a bonus payment

4

Proportion of women and men in each pay quartile

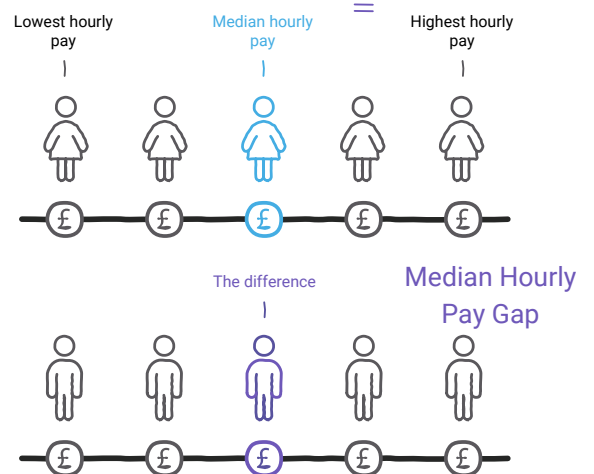
The requirement to report this data is there to assist companies in understanding any gaps which are present and encourages them to take action to close these over time. It is important to remember that this is different to equal pay, which relates to the pay that women and men receive for the same role or comparable work.

What data is included in this report?

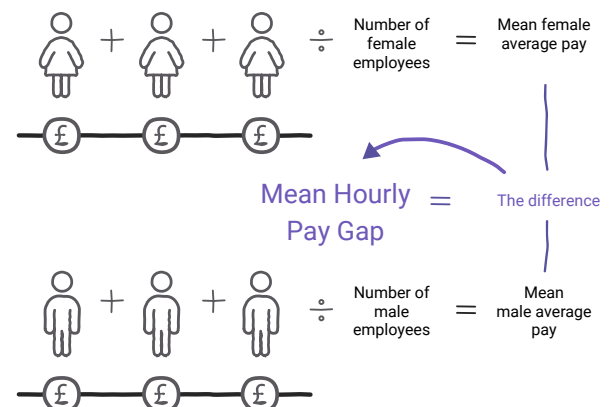
Under current guidelines, the gender pay gap for hourly pay calculations should only take into account "full pay relevant employees" at the date of reporting. This means that any colleague who was paid less than their usual rate, due to long term leave or other absence (such as maternity leave), is not included in this data.

The year to 5th April 2024 saw another year of significant recruitment growth, increasing the number of relevant colleagues employed at Methods by 31%. In light of this, on 5th April 2024, we had 486 relevant employees, of whom 9 were away from the business and not receiving their ordinary pay. This report therefore takes into account **477** full pay relevant colleagues who we have reviewed for gender pay gap for hourly pay purposes, the breakdown of which was **62% men and 38% women** (59:41 in 2023).

How we calculate the median gap



How we calculate the mean gap



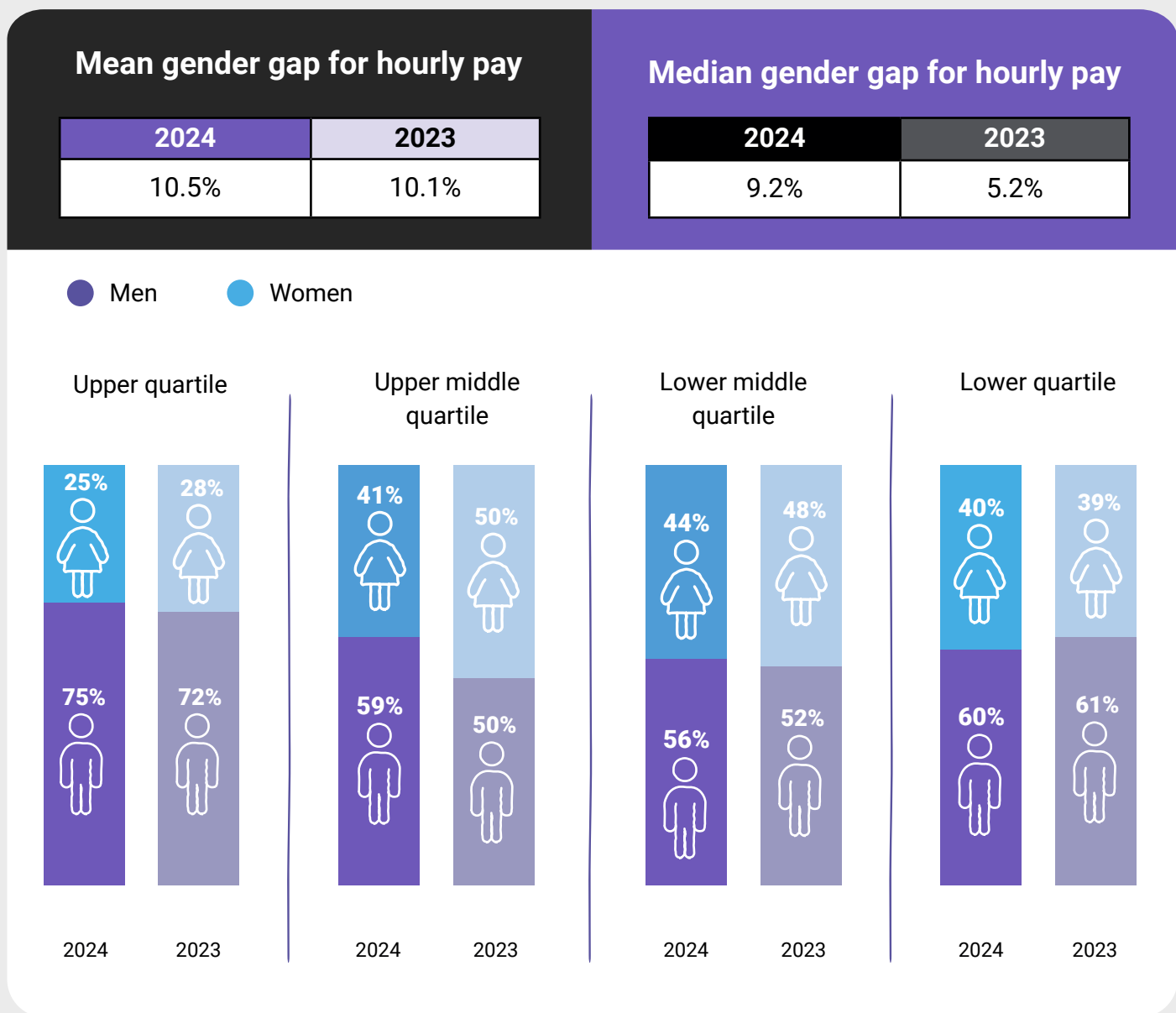
Our gender pay gap for hourly pay

The year saw a marginal 4% increase in the **mean gender pay gap**, from last year's 10.1% to 10.5%,

The **median gender pay gap** was **9.2%** compared to 2023's **5.2%**.

Our overall 62:38 employee split between men and women, showed a small movement from 2023's 59:41.

When comparing the total number of male and female employees at the snapshot date, the actual number of men rose by 39% compared to the previous year versus an increase of only 20% in women. This has driven the fall in percentage numbers for women across all quartiles, which can be seen in the graphic below. Though this movement is not ideal, and something we remain committed to addressing, we are pleased that it had only the smallest impact on the mean gender pay gap.



Our gender pay gap for bonus pay

Unlike the gender pay gap for hourly pay, which looks at the position on the Snapshot Day, the **gender pay gap for bonus pay** considers various payments made over the course of the 12 months to 5th April 2024. These include any payments related to profit share; commission; bonuses; and other incentives.

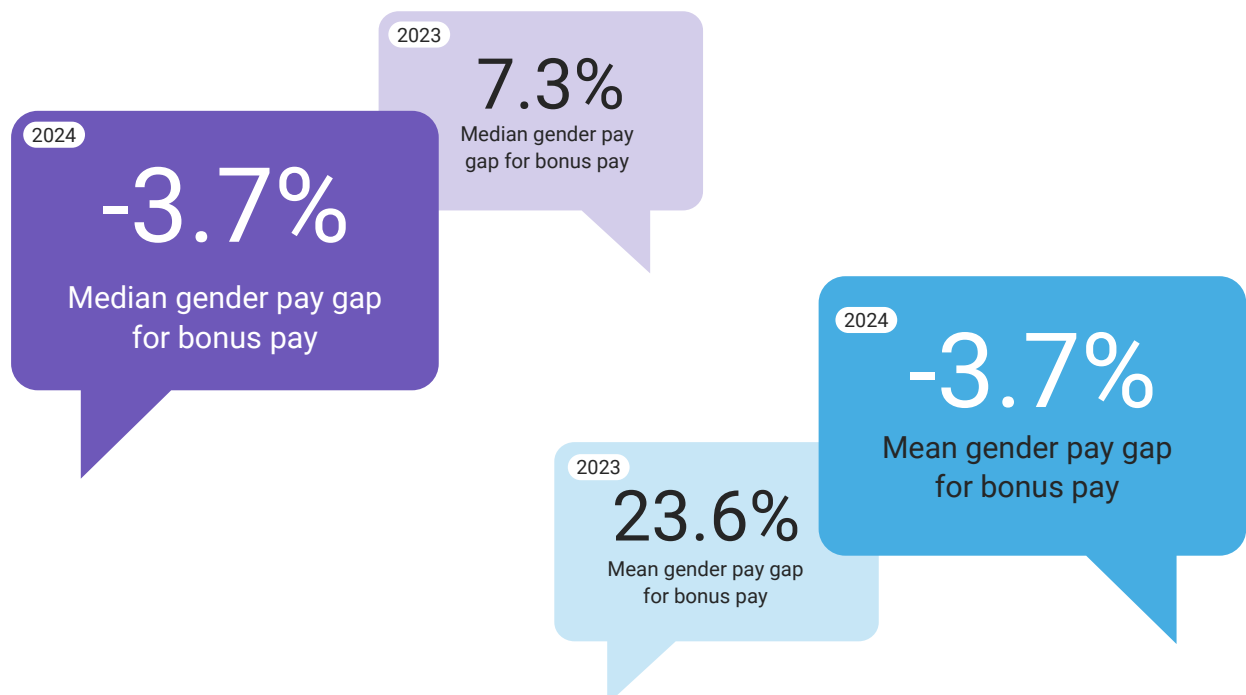
There was a significant movement in relation to the percentage of employees qualifying for this and on this basis, 64% of men (2023: 56%) and 70% of women (2023: 51%) employed on 5th April 2024 received payment of this type in the preceding 12 months.

The **mean gender pay gap for bonus pay** swung back in favour of female employees, mirroring the overall position in 2022, and was calculated at -3.7% (2023: 23.6%). By seeming coincidence, the **median gender pay gap for bonus pay** also saw a swing to -3.7%, from 7.3% in 2023.

Percentage of colleagues receiving a bonus

Women	
2024	2023
70%	51%

Men	
2024	2023
64%	56%



Explaining our pay gap

Our gender pay gap does not mean that women are paid less for doing comparable work, but rather mainly reflects the impact of the distribution of men and women across our colleague base, with an under-representation of women at senior levels.

The Mean Gender Pay Gap increased by 4% compared to 2023.

Recruitment during the year saw 128 men join the company, compared to only 57 women. Though a disappointing ratio, we are confident that this was more a reflection of the technology marketplace at this time than of any systemic issues with the company's attractiveness to women candidates or its recruitment processes themselves. This does not mean, though, that we are complacent in any way and our efforts to attract and recruit more women continue. Analysis reveals that the mean salary for men joining the company was 16% higher than that for women. This reflects the skill sets and seniority of the roles recruited to address client requirements.

The Median Pay Gap is by nature an imprecise measure and this year was adversely affected by the movement on the overall ratio between men and women employee numbers, thereby increasing the measured pay gap.

The proportion of both men and women showing as receiving bonus in the gender pay gap for bonus pay calculation rose significantly when compared to the previous year. The majority of colleagues participate in a profit-sharing scheme. The company also offers several other incentives, included in this calculation, including sales commission, referral bonuses, and other discretionary awards, thereby expanding the colleague population who would qualify. Both the mean and median gender bonus gap swung back in favour of women colleagues during the year, where the amounts received were marginally higher.



Addressing our gender pay gap

Despite the fact that our mean Gender Pay Gap has remained relatively stable, whilst the mean gender pay gap for bonus pay has swung back in favour of females, we are disappointed by the overall reduction in representation by women all quartiles. This shift results from an increase of more than 2:1 in relation to overall recruitment over the 12 months in favour of men.

The effect of this has been to further focus our efforts to attract more women into what is traditional seen as a male dominated industry, and we continue with a number of ongoing initiatives already in progress aimed at re-balancing this split:

1 The work and guidance of our DE&I Advisory Group continued throughout the year advising the business on initiatives that will support us as we look to grow and attract the best possible talent from as diverse a background as possible.

2 We have continued to keep our Family Friendly policies under review to ensure we remain an employer of choice for potential female candidates. Though never complacent, we believe that these policies continue to offer industry leading levels of financial support to colleagues at important moments in their lives when they are looking to start or grow their family, whilst working at Methods.

3 We started our GRAVITATE programme specifically to recruit people from different and diverse backgrounds into Methods. The first two programmes were focussed on attracting former armed forces employees, to offer a supported route into a new industry for those with different though complimentary skills. This programme continued during 2024, after the snapshot day, and a new, though small, programme focused on Business Analyst skills had a majority of women recruits. We see this programme as an important tool in helping to attract more women candidates.

4 We continue to promote ourselves as a career destination for women, running content-related outreach initiatives, including both written and audio content as well as external events, that actively encourage and promote the work of female colleagues. Additionally, in both our website and social media content we look to break the mould by including female images in what can be traditionally seen as male dominated tech roles.

6 In relation to outreach, we continue to work with educational institutions offering sessions on career planning, CV writing, and interview techniques, looking to attract women into STEM roles and actively recruiting from more disadvantaged backgrounds.

5 The year to April 2024 saw increased focus and investment in growing and developing our internal talent, and we successfully used our Intranet to highlight all internal opportunities to ensure that female colleagues are aware of all opportunities for promotion and feel empowered to apply for more senior roles.

7 We continue to promote flexible working through our adoption of a hybrid working model. This has better balanced home/office working, benefitting everyone across the company and we believe removes a potential impediment to female applicants and those looking to return to work after a career break.

Declaration

The information in this report relates to the colleagues of Methods Business and Digital Technology Limited as at the government Snapshot Date of 5th April 2024. The gender pay gap relates to pay received in April 2024. The gender bonus pay gap relates to variable payments made in the 12 months to 5th April 2024. I confirm that the gender pay gap data in this report is accurate.



Mark Hewitt, Chief Operating Officer.

