

Gender Pay Gap Report: 2022-23

1. Introduction

At Six Degrees, everyone is welcome - we believe in harnessing a truly diverse and inclusive culture. Our goal is to create a culture where different perspectives and experiences are valued, diversity of thought is encouraged and there is fairness and equality of opportunity for all. To achieve this, we seek to embed diversity and inclusion in all our activities, and continuously monitor our processes and policies.

As with every company, we recognise there is still more we can do, and we continue to monitor and implement our Equality, Diversity and Inclusion action plan to address the gender imbalance within our organisation and attracting diverse talent and increasing female representation continues to be a key area of focus for FY25.

2. About this report

This report details the Gender Pay Gap reporting requirements as per the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which require companies with more than 250 employees to publish:

- Mean (average) and median (mid-point value) Gender Pay Gaps;
- Mean and median bonus Gender Pay Gaps;
- The proportion of males and females receiving a bonus; and
- The proportion of males and females in each pay quartile.

Note, however, that a Gender Pay Gap is not about equal pay: equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. A Gender Pay Gap is a measure of male versus female participation in the workplace across all levels, irrespective of their role or responsibilities.

3. Our Gender Pay Gap

The Gender Pay Gap illustrates the difference in male versus female earnings across Six Degrees. In line with our commitment to attract and retain top talent, our overall gross hourly rate of pay increased for males and females compared to the year before.

Like many other organisations, we still have a Gender Pay Gap; for FY23, our mean difference was 15% and our median difference was 13%:

Mean and Median Gender Pay Gap		
	Mean (average)	Median (mid-point)
Gender Pay Gap	15%	13%

Our gender pay gap reflects our larger male population, particularly in senior, more highly remunerated roles. However, we continue to see our female headcount grow, with females making up 35% of our starters in the



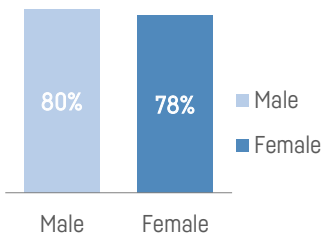
relevant period. We also continue to see a positive change towards a more evenly distributed population across our pay quartiles, particularly among the male population.

4. Our Bonus Pay Gap

Six Degrees continues to review and operate a range of reward schemes to recognise and reward individual, team and organisational achievement. The mean and median differences between male earnings and female earnings in the 12 months to 5 April 2023 were 53% and 8% respectively.

Bonus Gender Pay Gap		
	Mean (average)	Median (mid-point)
Bonus Pay Gap	53%	8%

Proportion of Employees Receiving a Bonus



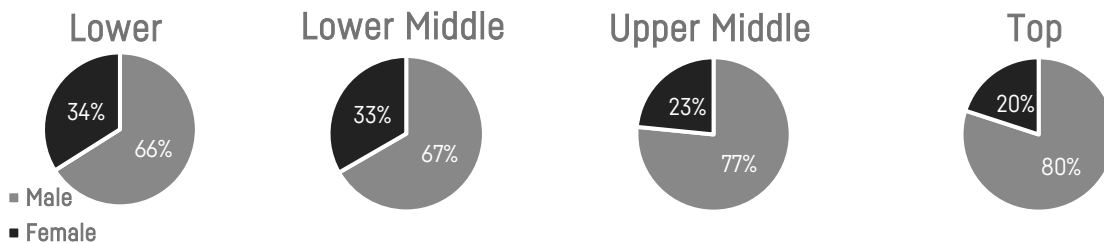
The majority of our payments were sales commission-related and awarded males, which is a significant driver behind our mean gap.

However, in this period, Six Degrees saw a large increase in the proportion of employees receiving a bonus payment overall.

We have also seen a decrease in our mean bonus gap from FY22, mostly due to the larger volume of bonus payments awarded during FY23.

5. Our Pay Quartiles

The charts below outline the proportion of males and females in each pay quartile.



The largest proportion of females is still in the lower two quartiles, however, we have seen an increase of females in the second highest paid bracket, and nearly 1/5th (18%) of our females were in the highest paid bracket on the snapshot date. This is due to females joining the company in higher paid roles as well as progressing internally. We also continue to see a more even distribution of males across the pay brackets.



6. Our Key Initiatives

There is still more for us to do to eliminate our gender pay gap. We continue to focus on delivering key initiatives we believe will help us to do this, for example:

1. Talent Acquisition and Career Progression

Six Degrees remains committed to advancing the careers of women in technology. Our job descriptions and adverts are reviewed for possible gender bias, in terms of language and content. All hiring managers are provided with resources and support from our qualified People team to help them ensure inclusive and equitable processes. The recruitment process ensures that there are multiple assessors from different perspectives and backgrounds, providing diversity of opinion and an opportunity for candidates to relate to different people at Six Degrees.

The progression of our employees is fundamental to our talent strategy, fulfilling over one quarter of our vacant positions with internal applicants and particularly showcasing the achievements of our female employees. We offer a range of mentoring schemes, including the Reed Women In Technology Mentoring Programme.

Furthermore, we ensure a diverse shortlist for consideration of our hiring managers, aiming for at least one female candidate on a shortlist, with a guaranteed interview for each. Our recruitment partners are also instructed on this basis. We are engaging more widely with the community to support more women, and future generations, into careers in technology, including the London Borough of Redbridge in March 2024.

2. Reward and Benefits

Six Degrees is a Real Living Wage employer, and committed to a fair and consistent pay review process.

We continue to review our benefits offering to ensure our employees feel valued and supported. Our employees benefit from market-leading, 6 months paid Maternity, Adoption and Shared Parental Leave, Sabbatical Leave, and a range of new and improved types of leave to support their work-life balance, such as paid Menopause leave and paid Carer's Leave. We also operate in a hybrid environment, and our employees benefit from the flexibility offered through our agile working approach.

3. A Culture of Diversity and Inclusion

Our Women in Technology group has continued to take the lead in raising awareness of the challenges to women in the workplace, and supporting their advancement. Through their regular meetings, the group looks to focus organisational attention towards key topics and drive excellence at every level.

Our work with Employers Network for Equality and Inclusion (ENEI) has resulted in us being awarded a Silver TIDE accreditation, improving on the Bronze award we received the prior year. In March 2023, we were delighted to be nominated as finalists in the Women In Tech Employer Awards in 4 categories.

7. Declaration

The Gender Pay Gap data contained in this report is accurate and has been produced in accordance with the regulations.

Simon Crawley-Trice

Lindsay Gallard

CEO

Chief People Officer