

Gender Pay Gap Report: 2023-24

1. Introduction

At Six Degrees, we embrace a culture where everyone is welcome. We believe in fostering a truly diverse and inclusive environment where different perspectives and experiences are valued, diversity of thought is encouraged, and fairness and equality of opportunity are paramount.

To achieve this, we integrate diversity and inclusion into all our activities and continuously review our processes and policies.

We acknowledge that there is always more to be done. We remain dedicated to our Equality, Diversity, and Inclusion action plan to address gender imbalance within our organisation. Our long-standing commitments to attracting diverse talent and increasing female representation will continue to be key areas of focus for 2025.

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	10%	13%



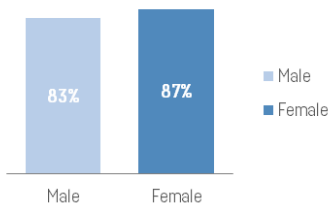
Our gender pay gap reflects our larger male population, particularly in senior, more highly remunerated roles. However, we continue to see our female headcount grow, with females making up 35% of our starters in the relevant period, tracking ahead of our overall representation.

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.

Bonus Gender Pay Gap		
	Mean (average)	Median (mid-point)
Bonus Pay Gap	22%	0%

Proportion of Employees Receiving a Bonus

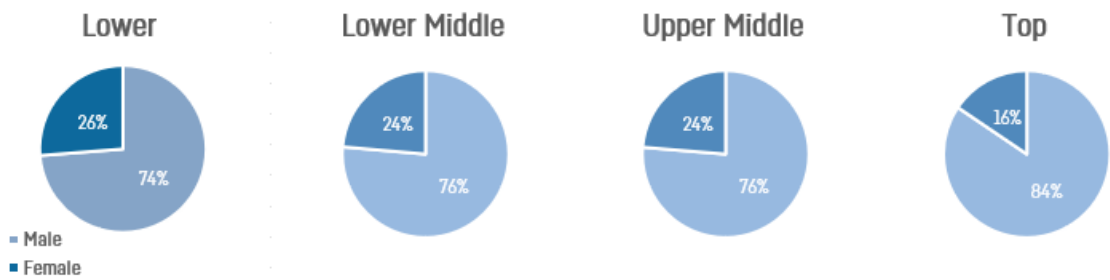


The majority of our payments were sales commission-related and awarded males, which is a significant driver behind our mean gap, however we are pleased with a significant reduction (-31%) based on the previous year, as well as our 0% median bonus pay gap.

Overall more of our employees received a bonus in the previous year (up 3% and 9% for males and females respectively).

5. Our Pay Quartiles

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



We continue to see a more even distribution of females across the pay brackets, reducing our historic over-weighting of female in the lower pay quartiles, due to females joining the company in higher paid roles as well as progressing internally.

6. Our Key Initiatives

We are pleased to report a reduction in our mean gender pay gap to 10%, a 5% improvement from the previous year. However, we recognise that there is still much work to be done, especially given the wider context where the gender pay gap has widened and is not forecast to close until 2065. To address this, we are focusing on key initiatives, for example:



1. Talent Acquisition and Career Progression

- We are committed to advancing the careers of women in technology. Our CIPD-qualified People Team has developed a recruitment approach that considers individual preferences and potential gender bias, and works side by side with our hiring managers in a best-in-case approach. We ensure that women are represented on every shortlist and guaranteed an interview.
- Internal progression is a cornerstone of our talent strategy, with up to 40% of vacant positions filled by internal applicants. We showcase the achievements of our female employees, with 50% of our senior leadership team being female. We also offer access to career advice and support, for example via participation in the Reed Women In Technology Mentoring Programme.

2. Reward and Benefits

- As a Real Living Wage employer, we are committed to a fair and consistent pay review process. Our benefits include 6 months paid Maternity, Adoption, and Shared Parental Leave, Sabbatical Leave, and initiatives such as paid Menopause and Carer's Leave. We operate in a hybrid environment, offering flexibility through our agile working approach.

3. A Culture of Diversity and Inclusion

- Our Women in Technology group leads efforts to raise awareness of workplace challenges and support women's advancement, through women-only sessions as well as the wider organisation. The group addresses topics such as body positivity, career changes later in life, and mental and physical wellbeing.
- For the second consecutive year, we have been awarded a Silver TIDE accreditation by the Employers Network for Equality and Inclusion (ENEI). We were also finalists for multiple industry awards, including the Women In Tech Employer Awards and the Women and Diversity in Channel awards.

7. Declaration

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

Vincent DeLuca

Lindsay Gallard



CEO



Chief People Officer