

Gender Pay Gap Report: 2024-25

1. Introduction

At Six Degrees, we embrace a culture where everyone is welcome. We believe in fostering a 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 approach.

We acknowledge that there is always more to be done, and our long-standing commitments to attracting diverse talent and increasing female representation will continue to be key areas of focus.

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. Our overall gross hourly rate of pay increased for males and females compared to the year before.

| Mean and Median Gender Pay Gap | | |
|--------------------------------|----------------|--------------------|
| | Mean (average) | Median (mid-point) |
| Gender Pay Gap | 11% | 6% |

Our mean pay gap stands at 11% (+1%), and our median pay gap at 6% (-7%), reflecting a meaningful improvement in mid-range earnings across our organisation.

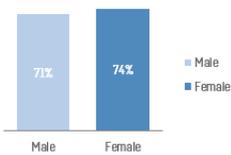


4. Our Bonus Pay Gap

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 | -39% | -300% |

Proportion of Employees Receiving a Bonus



Our bonus pay gap has also shifted significantly, with the mean bonus gap moving from 22% to -39%. This outcome reflects that proportionately more women benefited from performance-linked reward during the snapshot period

5. Our pay quartiles

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



We are pleased to report an increase in the representation of women in our most senior pay quartile, which has risen to 20%, a 4% increase on the previous year.

6. Our commitment to closing the gender pay gap

We remain committed to building a fair, inclusive and supportive workplace where everyone can thrive.

While fluctuations in the gender pay gap may occur year on year, particularly in organisations of our size, our pay gap has consistently been trending positively; this sustained improvement reflects the long-term investment we have made in attracting diverse talent, fostering equitable career pathways, and ensuring that our people practices actively support women’s progression.

Our CIPD qualified People Team continues to refine and champion a recruitment and talent strategy designed to mitigate potential gender bias at every stage. This includes ensuring that women are represented on every shortlist, actively broadening talent pools, and partnering closely with hiring managers to make fair, evidence-based decisions.

Our commitment to internal progression remains central to our talent philosophy. We continue to prioritise opportunities for development and mobility, enabling women across Six Degrees to advance into more senior, technical and commercial roles. Our focus on equitable progression is complemented by our status as a Real Living Wage employer and a suite of family friendly and inclusive policies, including enhanced Maternity,



Adoption and Shared Parental Leave, paid Carer's Leave and Menopause Leave, and flexible working principles designed to support women at all stages of their careers.

Our Women in Tech (WiT) Group plays a vital role in amplifying the voices and experiences of women across the organisation. Through community sessions, development opportunities and visibility initiatives, WiT helps ensure that women feel connected, represented and supported.

In 2025, we were proud to achieve Gold accreditation from Onvero (formerly the Employers Network for Equality and Inclusion), following our progression from Bronze to Silver in previous years, recognising that our inclusion practices are now demonstrable, embedded and measurable. We continued to receive recognition from the nationwide Women In Tech Awards, reflecting our commitment to championing gender equity within the technology sector.

Looking ahead, we remain focused on maintaining momentum to ensure fair, transparent and inclusive opportunities for all colleagues at Six Degrees.

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