



INSPIRED

GENDER PAY GAP REPORT

From April 2018, all UK companies with more than 250 employees are required to publish calculations showing the pay gap between their male and female employees.

The report allows companies to understand the size and cause of their gender pay gap and to address any concerns. A gender pay gap can be present for many reasons, for example if an organisation has more males in senior roles than females.

Inspired supports the UK government's leadership in gender equality, and the requirement for companies to publish their data. We will continue to work with the government and best practice guidance to monitor and devise initiatives with an aim to narrow the gender pay gap within Inspired.

Difference between men and women	Mean Average	Median Middle
Gender Pay Gap*	6.0%	1.5%

The mean average pay gap has reduced by 2.6% from our 2018 report, which we calculated as 8.6%.

Inspired's overall gender pay gap is 6.0%, which favourably compares to a UK national average of 17.9%. *

*as reported by the Office of National Statistics for full and part-time employees

The main reason for our organisation-wide gender pay gap is an imbalance of male and female colleagues across the organization and a smaller proportion of women in senior and technical roles than men. Within scales, there are lots of different roles which require different technical skills and knowledge, so there will always be some differences in levels of pay.

What is a gender pay gap and how is it calculated?

'Gender pay gap' is the difference in the average hourly rate of pay between all men and all women in a company. It is important to note that gender pay gap is different from 'equal pay', which refers to the difference in pay between men and women who carry out the same or comparable jobs. We want to be very clear that at Inspired, women and men in like-for-like roles are remunerated equally.

The 'median' is the 'middle' value in the list of numbers. If all company colleagues lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle man. By contrast, the 'mean' is the 'average' whereby you add up all the numbers and then divide by the number of people.

We recognise that traditionally a greater proportion of men than women have pursued careers in the technology and gaming sectors, and this trend continues today. As a result, women currently represent just under a fifth of Inspired's workforce (total company split 81.5% male, 18.5% women), and the business has a greater number of men than women in senior and technical roles. This has resulted in a gender pay gap.

What is Inspired doing to improve its Gender Pay Gap?

The gap in our mean pay shows there's more work to be done. And while we don't have an equal pay issue across Inspired, we did take steps to reduce our pay gap and encourage female representation at senior management level. For example: In 2019, women on the Inspired Executive Management Team changed from 100% male to 50/50 male/female.

Inclusion and diversity are at the heart of who we are. Our employees and customers are hugely diverse, and so we are proud to embrace diversity within our business practices. We strive to create a work environment where people feel respected and valued, and where they are free to be themselves. We remain committed to attracting and retaining the very best talent and ensuring that gender is never a factor in decisions, including pay.

Bonuses

Difference between men and women	Mean Average	Median Middle
Gender Bonus Gap	0.9%	-725%

32% of men and 14% of women received a bonus during the measurement period (12 months prior to April 2018). With regards to the greater number of men that received a bonus; this is recognised as a result of shopping vouchers being awarded at Christmas to all field service staff (who are predominantly male) as an alternative to a staff Christmas party. If we remove the field service staff shopping voucher 'bonus' from the calculation, the figures for women remain at 14% but the calculation for men receiving a bonus reduces to 11%.

Voucher payments also distort the median bonus gaps, which are calculated by looking at averages across those who received an award, as per the gender pay reporting definitions.

Our continued commitment

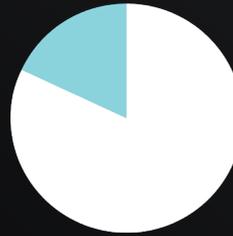
We look to encourage better gender balance throughout our organisation through our HR processes, as well as our social responsibility to advocate for greater gender equality in our marketplaces and wider society. Inspired recognises the positive impact of taking proactive steps to supporting greater gender balance throughout our operations and the communities where we operate.

References:

[*https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018)

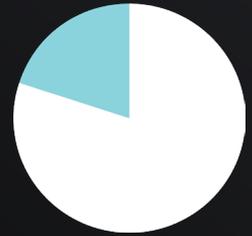
Pay Quartiles

These graphs illustrate the proportion of men and women in each pay quartile.



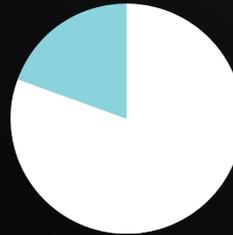
Quartile 1

Male = 83.0%
Female = 17.0%



Quartile 2

Male = 78.8%
Female = 21.2%



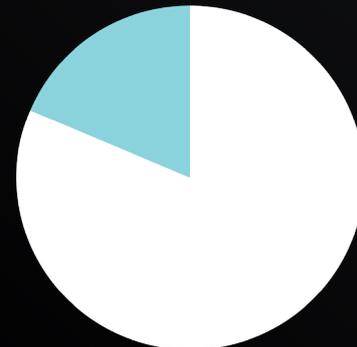
Quartile 3

Male = 76.5%
Female = 23.5%



Quartile 4

Male = 83.6%
Female = 16.4%



Total Company Split

Male = 81.5%
Female = 18.5%

NB figures are representative of the year ending April 2018.