

# Gender Pay Gap Reporting



# From our UK CEO

**“Here at Simply Business, we’re passionate about creating a genuinely inclusive place to work where everyone can thrive. So we welcome any positive catalyst - and we consider Gender Pay Gap Reporting to be just that - which moves us, and our industry as a whole, closer towards gender equality.”**

“We’re proud of the work already underway to challenge the status quo, through initiatives such as the Women in Finance Charter and, at 13%, our salary gap is lower than many organisations’. But we’re not perfect. We need to go further - particularly with our bonus pay gap, which is driven by the fact that we have more men in senior, commercial and technology roles.

We’re committed to finding the right ways to improve our Gender Pay position. Making this happen is central to our mission and our values and will, ultimately, go a long way to determining the success of Simply Business in years to come.”

David Summers, UK CEO



# New Gender Pay Gap Legislation

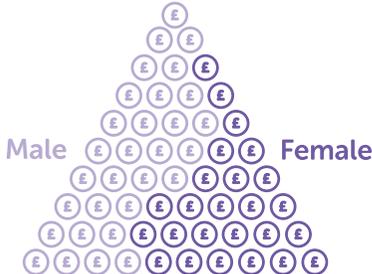
Under new legislation, UK employers with more than 250 employees are required to publish the difference between the mean and median hourly rates of pay for male and female employees, along with the proportion of male and female employees receiving a bonus payment, as well as the proportion of male and female employees in each hourly pay quartile.



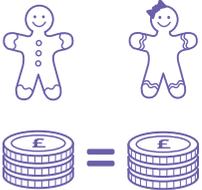
Simply Business employs 460 people in the UK, the majority based in Northampton



The time period for the data in this report is April 2016 – April 2017. Going forward we will publish this data annually



Nationally, one of the main reasons for the gender pay gap is greater representation of men than women in senior roles



Equal pay (Law since 1970) is men & women being paid equally for equivalent work



The Gender Pay Gap is the difference between the gross hourly earnings for all men & all women

# How are we doing?

The table below contains our Gender Pay Gap data (12-month period prior to 5 April 2017)

Difference Between Men and Women		
	Mean (average)	Median (mid-point)
Pay gap	13.4%	14.7%
Bonus gap	54.4%	20.4%

Proportion of men and women receiving a bonus payment (during the 12-month period prior to 5 April 2017):



This table shows the proportion of men and women in each hourly pay quartile (as of 5 April 2017)

Quartile	Men	Women
Upper	67.4%	32.6%
Upper Middle	71.9%	28.1%
Lower Middle	53.9%	46.1%
Lower	52.2%	47.8%

1) Hourly rate of pay includes all types of ordinary pay, including base salary and all forms of allowance.  
 2) Bonus pay includes all types of pay that relate to performance and incentive, including annual cash bonuses, spot cash bonuses and relevant equity issue valuation.

# Declaration

We confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A white handwritten signature on a dark blue background, appearing to read 'DSummers'.

David Summers  
UK CEO

**SB** Simply  
Business