

# UK gender

# pay gap

# report





# We have a lot to be proud of at Simply Business – but there's more work to do.

At Simply Business, we recognise that progress is continuous. Having hit a milestone in 2023 when our mean gender pay gap fell below 10 per cent for the first time, we're disappointed to see the gap widen this year. This isn't a deviation we take lightly. But we know there are a number of contributing factors – including organisational changes at senior level and a higher average salary for women who have left the business.

At Simply Business, we're committed to closing the gender pay gap once and for all. It's vital for us to understand if this year's data is an anomaly or part of a broader trend – either way, it's one we're restless about reversing.

Despite this, we acknowledge our strengths. Women represent 45 per cent of our overall workforce, and 63 per cent of our UK management team as of April 2024. And we're proud that our pay gaps remain below average for our sector.

We know there's more to do and we refuse to be complacent. At Simply Business, we remain committed to creating the right environments to ensure that every individual – regardless of gender – has the opportunity to thrive.

A handwritten signature in black ink that reads "Julie Fisher". The signature is fluid and cursive, with a large, elegant loop for the letter 'J'.

**Julie Fisher**  
UK CEO  
Simply Business



# What is the gender pay gap?

The gender pay gap is the difference in pay and bonus between men and women.



# What is an equal pay audit?



An equal pay audit compares the pay of men and women doing the same work within an organisation. It also looks at wider comparator groups including age and ethnicity.

## Why do we do these audits?

At Simply Business, gender equality lies at the heart of our culture and our business strategy. We know that having a diverse workforce makes for a more fulfilling place to work, so it's important that we're constantly assessing our progress in this area.

As part of this, it's vital that we're transparent about where we're improving – and where there's still work to do. It's important that we hold ourselves accountable to our commitment to pay fairly and that we use our data to inform our pay and D&I strategies.



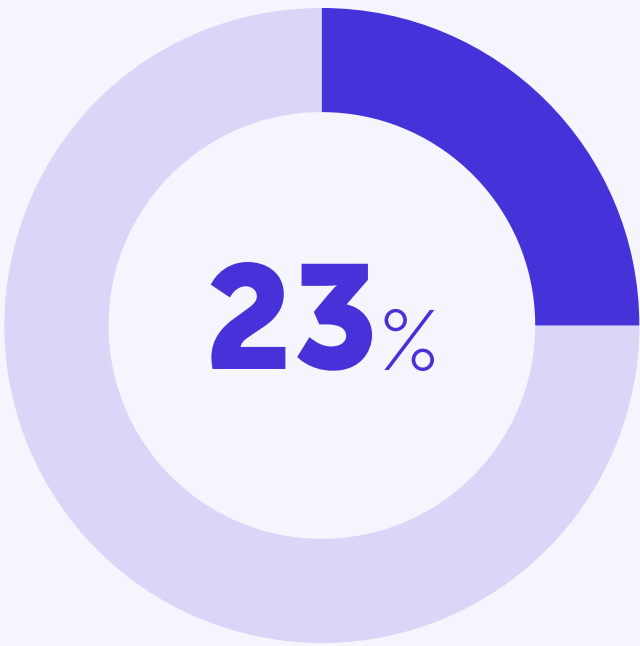
# The mean and median pay gap

The mean pay gap is the difference in average hourly earnings between men and women.

The mean gender pay gap for companies within the same sector was 23 per cent in 2024.

The median pay gap is the difference in the midpoints in the ranges of average hourly earnings between men and women.

To get the median wage for women, you take the hourly pay for all female employees, ordering them from lowest to highest. The woman in the middle is the median earner. You'd then compare this to the male median to understand the gap.



is the mean gender pay gap for companies within the same sector as Simply Business



**Our mean gender  
pay gap is 14.33%**

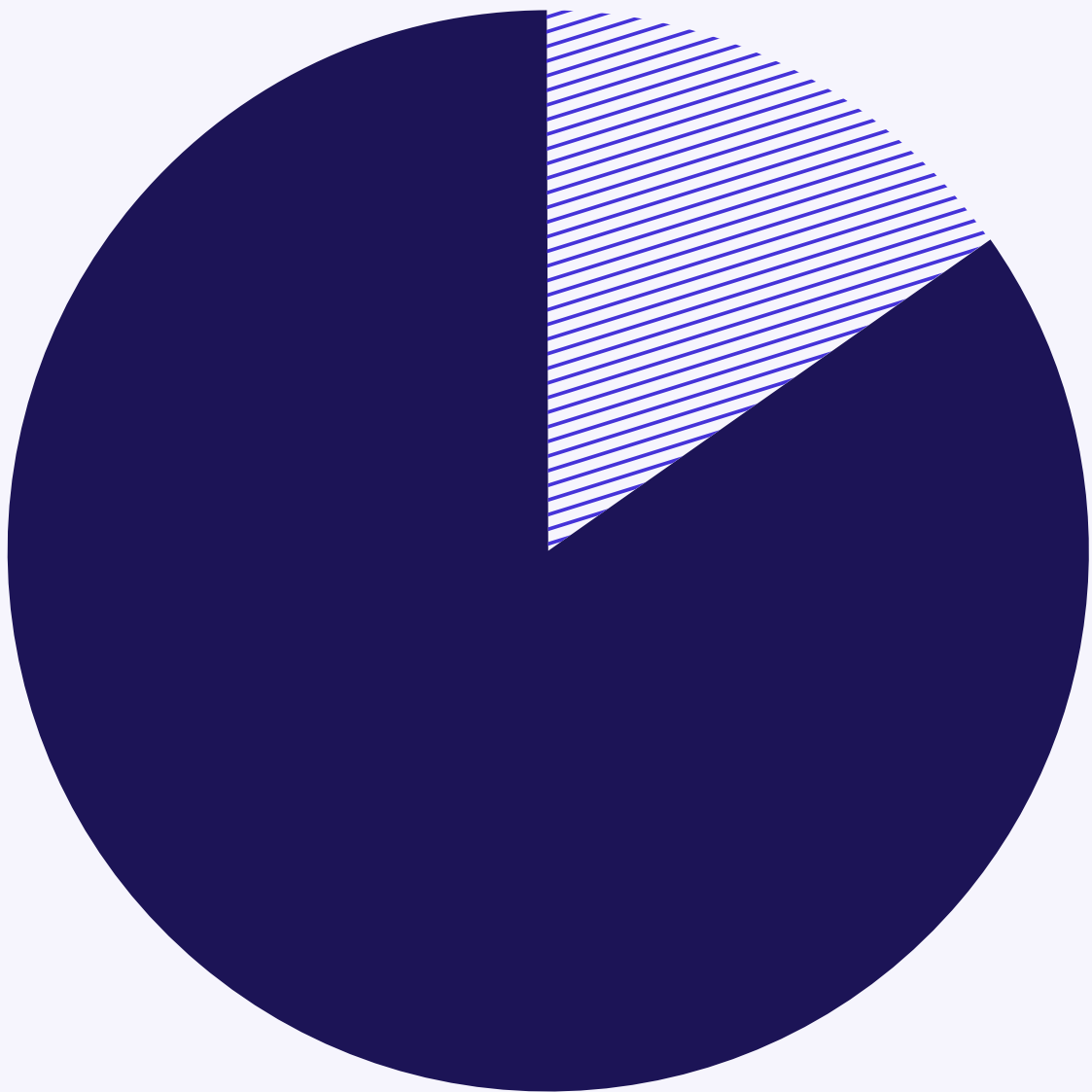


# Our data

Our data is taken from April 2024. At this time, Simply Business included 712 ‘full pay relevant’ employees in this reporting. Women represented 45% of this group.

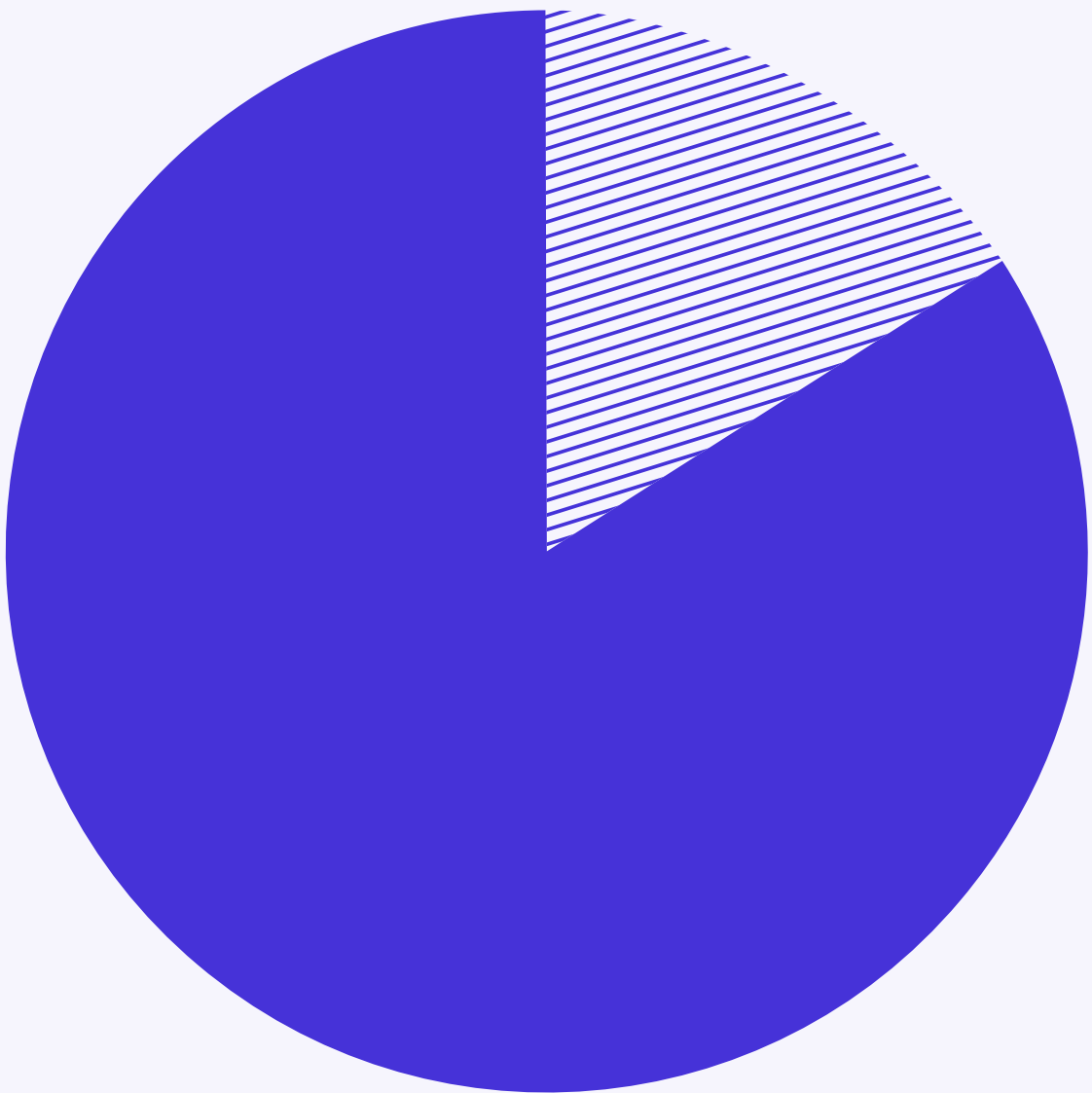
Our mean and median gap have both widened this year. Our analysis shows this to be due to a reduction in women in mid to senior level roles in the business.

Whilst this still remains below the benchmark for companies in our sector, this continues to be a focus area for us.



Mean pay gap

14.33%



Median pay gap

15.83%

	April 2020	April 2021	April 2022	April 2023
Mean pay gap	13.9%	13.2%	11.2%	9.11%
Median pay gap	25.3%	21.8%	11.3%	12.8%





The mean bonus  
pay gap in April 2024

**22.2%**

**The mean  
and median  
bonus pay gap**

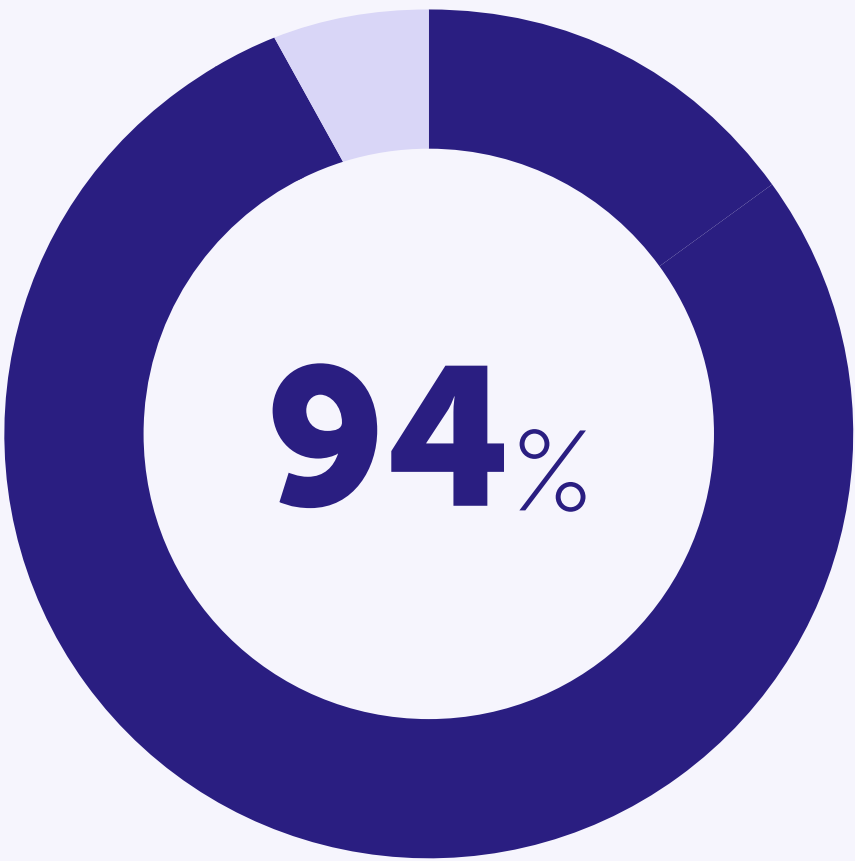
Our mean bonus pay gap has closed from 29.4% in 2023. This is mainly due to a difference in exceptional payments relating to long term incentive and stock plans. If we exclude the impact of these items, our mean bonus pay gap reduces to 15%. Both figures are below the sector average in 2024 of 29.6%

The median bonus pay gap in April 2024 was 20.7%.

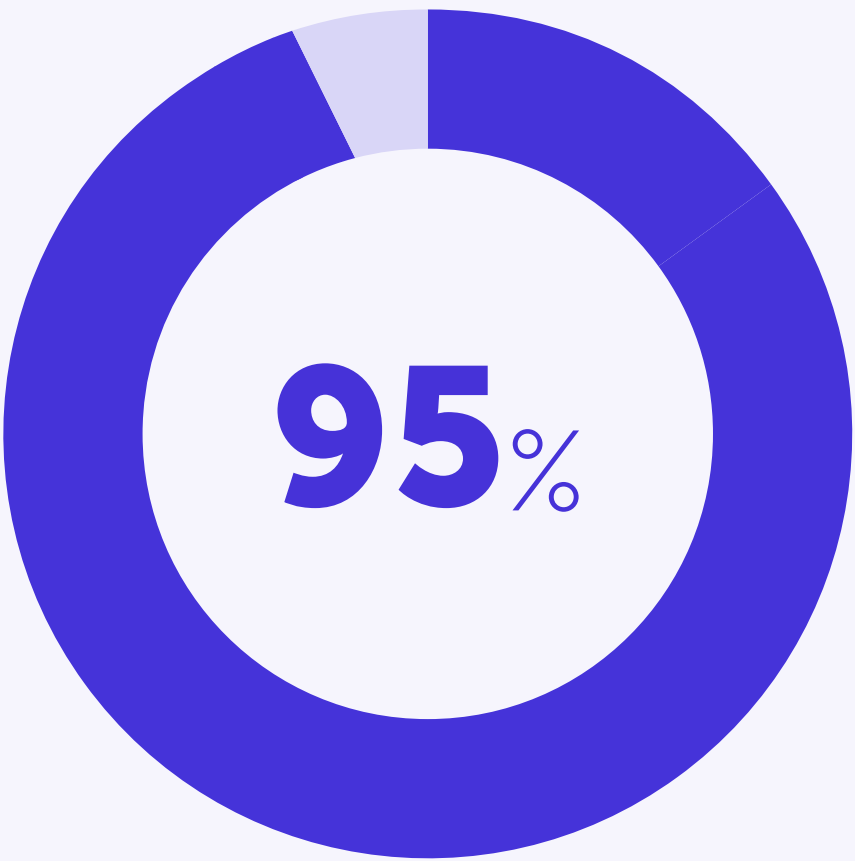


# The proportion of men and women who receive a bonus

All employees at Simply Business are eligible to receive a company-wide bonus. The total number doesn't amount to 100 per cent because new starters only become eligible if they started working on or before 1 October.



of women  
received a bonus



of men  
received a bonus

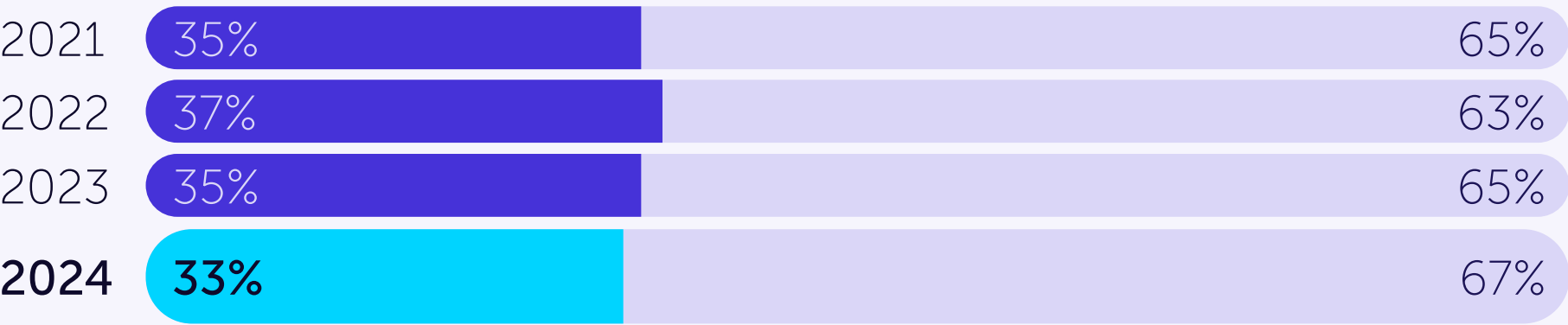
	April 2020	April 2021	April 2022	April 2023	April 2024
Male	89%	96%	88%	89%	95%
Female	89%	90%	90%	89%	94%



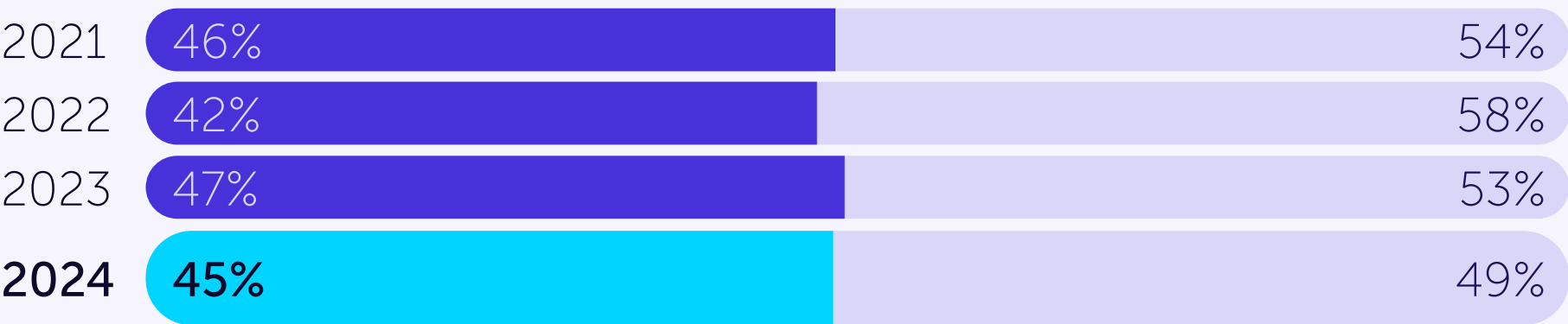
# Pay quartiles

While we're pleased to see relative equity in more of our quartiles, our focus remains on increasing the proportion of women in our most senior roles (the upper quartile).

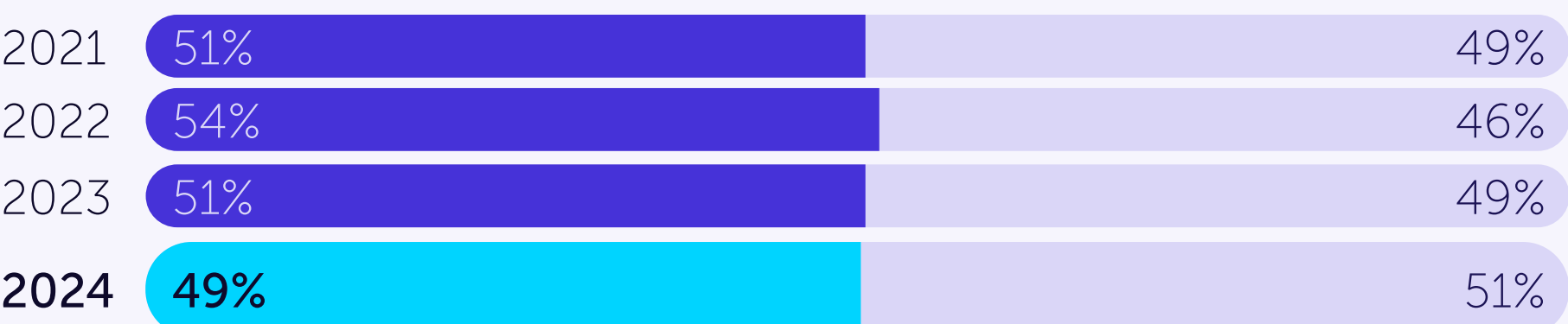
## Upper quartile | Female:Male % split



## Upper middle | Female:Male % split



## Lower middle | Female:Male % split



## Lower quartile | Female:Male % split

