

## Gender Pay Reporting 2023-24

Everyman is committed to paying fairly and equally for every role in our business irrespective of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We believe in equality and strive to pay fairly for the jobs people do and the experience they bring to their roles.

We believe that gender pay gap reporting is an important part of our focus and commitment to diversity and inclusion; however, we recognise that the numbers are rolled up, rely on averages, and only reflect a snapshot date. Our commitment to equity, diversity and inclusion is an ongoing commitment and one we take very seriously. We regularly review pay internally and against the external market.

Over the last year, we have continued to demonstrate our commitment to internal progression, investing in developing our people. Opportunities for growth within our business are available to all without bias impacting any decision making, and internal development remains a key focus as we continue to grow. We are delighted to see so many people progress their careers with Everyman, and have particular pride in the women who shape all areas of our business.

We are committed to a balanced ratio of male to female employees and this is reported internally every month. I am pleased to confirm that we continue to see movement here and now have an overall 48% female to 52% male employee split. We continue to review this regularly.

Compared to FY22-23, the mean gender pay gap in hourly pay has reduced by 0.5% to 4.5% and the median gender pay gap for hourly pay has reduced by 2.1% to 2.4%. In the current reporting year, there was only a 0.1% variance between the number of men and women receiving a bonus (14.6% and 14.5% respectively).

I confirm that our gender pay statement is accurate and correct per the snapshot date of 5<sup>th</sup> April 2024.

Alex Scrimgeour  
CEO

Our gender pay reporting is published in line with government requirements, and can be seen below:

## Percentage of Men and Women in hourly pay quarters:

Upper hourly pay quarter	M:	50%
	F:	50%
Upper middle hourly pay quarter	M:	57%
	F:	43%
Lower middle hourly pay quarter	M:	54%
	F:	46%
Lower hourly pay quarter	M:	50%
	F:	50%

## Hourly Pay

Mean gender pay gap for hourly pay		4.5%
Mean male hourly-pay	M:	12.34
Mean female hourly-pay	F:	11.78
Median gender pay gap for hourly pay		2.4%
Median male hourly-pay	M:	11.67
Median female hourly-pay	F:	11.39

## Bonus Pay

Proportion of males who got bonus payments	M:	14.6%
Proportion of females who got bonus payments	F:	14.5%
Mean gender pay gap in bonus pay		11.9%
Mean male bonuses	M:	4,428
Mean female bonuses	F:	3,902
Median gender pay gap in bonus pay		3.8%
Median male bonuses	M:	2,201
Median female bonuses	F:	2,117