

## Introduction

Getech is an Employee Ownership Trust and as such takes our responsibility to treat all of our employees fairly and equally. We acknowledge that the IT and technology sectors have typically been a male-dominated industry and are taking our responsibility as a fair and transparent company to address these disparities. We believe that diversity of gender, race, religion, ability and other characteristics brings benefits not only to Getech but also to our customers, service provision and wider communities. Getech is fully committed to and has always provided Equal Pay, which means being paid equally for the same/similar work. This report identifies the potential 'Pay gap', which is the difference in the average pay between two groups.

As a Small to Medium Enterprise (SME) with under 250 employees, Getech is not obliged to publish a Gender Pay Gap report, however, we feel that to ensure transparency and engender trust with our customers, we have opted to collate and publish a Gender Pay Gap report.

In April 2024, Getech's workforce consisted of 82 employees with a breakdown of 29 Female and 53 Male employees (35:65%). Due to the smaller numbers of employees at Getech compared to larger companies, the gender figures at all levels may be subject to significant changes due to the recruitment of a single individual.

This is Getech's first year of reporting these figures and so in future years, will be providing annual comparisons.

This report is based upon the gender pay gap reporting guidance provided by the UK government and uses the defined methodology for calculating the difference in pay between female and male employees.

## Hourly Pay Gap

The mean is the average, or the total of all hourly rates, divided by the number of employees. The median is the middle value or the midpoint of hourly rates. For Getech this equates to the following:

### Mean Pay Gap per hour: 4.25%

This indicates that the average hourly rate across the whole company differs with females earning 4.25% less per hour than males and this is likely due to a slightly higher number of males in higher-paid roles.

### Median Pay Gap: 4.00%

This indicates that the midpoint hourly rate across the whole company differs with females earning 4% less per hour than males and this is due to a slightly higher number of males in higher-paid roles.

### How does Getech compare to UK averages?¹

	Mean	Median
UK-wide	13.2%	14.3%
East of England	14.2%	15.1%
Suffolk	11.9%	14.5%
IT Sales Sector²	22.2%	19.8%

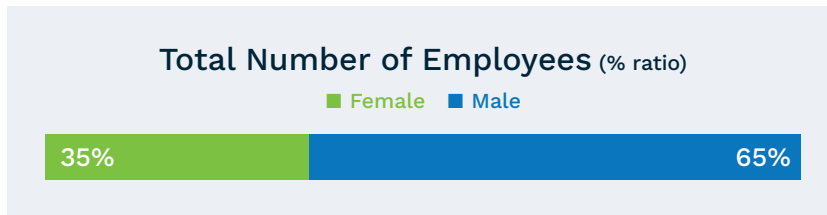
Getech has created a diverse and supportive working environment maintaining a significantly lower Gender Pay Gap than across our peers, our industry and the UK as a whole. This is not a reason to take no further action, as it is a key priority to Getech to ensure that we are a diverse team, promoting equality at all levels including senior management and technical teams.

1 – Office for National Statistics (ONS), released 1 November 2023, ONS website, statistical bulletin, [Gender pay gap in the UK: 2023](#)

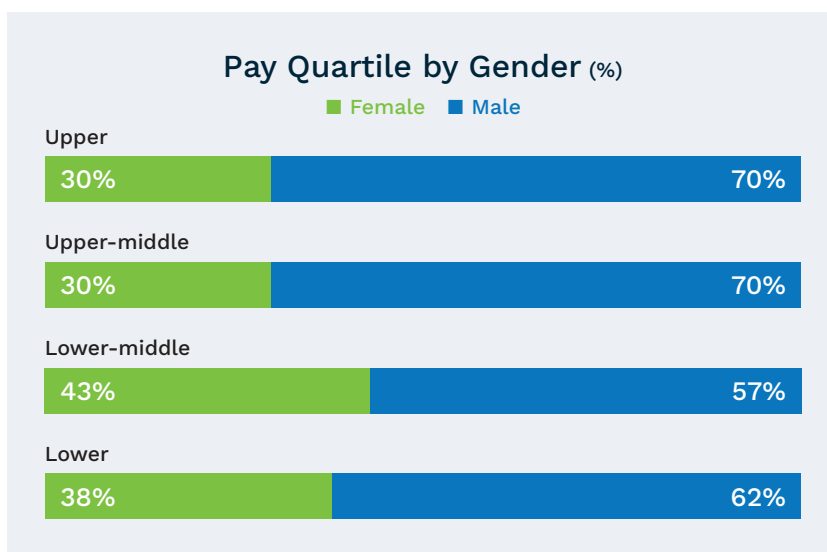
2 – UK Gov Industry (SIC) code – 4651

## Pay Gap by Quartile

The Pay gap by quartile is a breakdown of the percentages of females to males within each quartile band (the range of salaries within the company split into 4 equal bands)



From this, we can determine that there are significantly more males than females within Getech. However, as this does not directly reflect the hourly pay gap, it can be deduced that there is a larger proportion of females towards the top of each of these quartile bands.



## Bonus Payments

As an Employee Ownership Trust, all employees regardless of gender, benefit from bonus pay based upon the performance of the company as part of their contract and also a profit share of the company.

### Proportion receiving a bonus

<b>Female</b>	100%
<b>Male</b>	100%

## Recommendations

Getech believes that reducing the gender pay gap is not only a matter of fairness and equality but also of economic and social benefit. A more balanced and diverse workforce can improve productivity, innovation and customer satisfaction, as well as enhance our reputation as a fair and transparent technology partner.

To achieve this, employers need to take action to address the underlying causes and drivers of the gender pay gap, such as:

- Promoting a culture of equality, diversity and inclusion within the organisation, where all staff are valued, respected and rewarded for their contributions and where gender stereotypes, norms and expectations are challenged and changed.

- Reviewing and improving our policies and practices on recruitment, promotion, performance management, training and development, pay and reward, to ensure that they are fair, inclusive and free from bias and discrimination.
- Encouraging and supporting more women to enter and progress in male-dominated roles and more men to enter and progress in female-dominated sectors and roles, by providing mentoring, coaching, sponsorship and role models.
- Monitoring and evaluating the impact and effectiveness of the action plan and reporting on the results and achievements, both internally and externally, clearly and honestly.

Other potential improvements which are being considered by the Getech Executive team, include the:

- Enhancing the provision and uptake of flexible and agile office-based working arrangements for all staff, regardless of their gender, seniority, or role, to continue to improve productivity and customer experience, whilst ensuring that they do not negatively impact their pay, career development, mental health or work-life balance.
- Conducting a comprehensive and transparent analysis of their pay data and identifying the factors that contribute to the gap, such as occupational segregation, vertical segregation, pay discrimination and bonus disparities.
- Developing and implementing a gender pay gap action plan that sets clear and measurable objectives, targets and timelines and assigns responsibilities and accountability for delivering them.
- Engaging and consulting with staff, trade unions, employee networks and other stakeholders on the issues and solutions related to the gender pay gap and communicating regularly and openly on the progress and outcomes of the action plan.

## Declaration

I confirm that calculations contained in this report have been made in accordance with and are accurate to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 as taken on the snapshot date of 02 April 2024.

Signed



Managing Director