

2024



# GENDER PAY GAP REPORT

# INTRODUCTION

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**Valerie Rees**, Chief People Officer, Alcumus

*Val Rees*

**At Alcumus, we put our people at the ‘heart’ of everything we do, delivering our people strategy with the ultimate aim of making Alcumus a great place to work for everyone. The Alcumus Board and Senior Management Team are committed to improving the gender balance across all levels in our business.**

Our reported gender pay gap for 2024 improved by 3 points compared to 2023, with our gap now being 9%. Our aim remains to close our pay gap over the coming years having made overall improvements since we first started reporting our figures in 2017. For this period we are reporting our lowest gap in pay at 9% since 2017, our first year for reporting.

**Equal pay** - We support equality through equal pay and are confident that men and women are paid equally for doing the same roles in Alcumus; however the fact that there are currently more men than women in senior roles creates a gender pay gap.

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I confirm the accuracy of our gender pay gap figures 2024. I am delighted to report great progress in reducing our pay gap for consecutive years and am confident we will continue to see progress in the coming years. Along with the senior management team and board I am committed to actions that will continue to improve our gender pay gap.

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# UNDERSTANDING THE GENDER PAY GAP

Distinct from the concept of equal pay, the required UK Gender Pay Gap reporting shows the difference between the average hourly wage of men and women in an organisation.

If women do more of the lower paid jobs within an organisation than men, the gender pay gap is usually bigger. The mean (average) pay gap is the difference between the average hourly earnings of all men and women.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample in order from lowest to highest, and picks the middle-most salary.

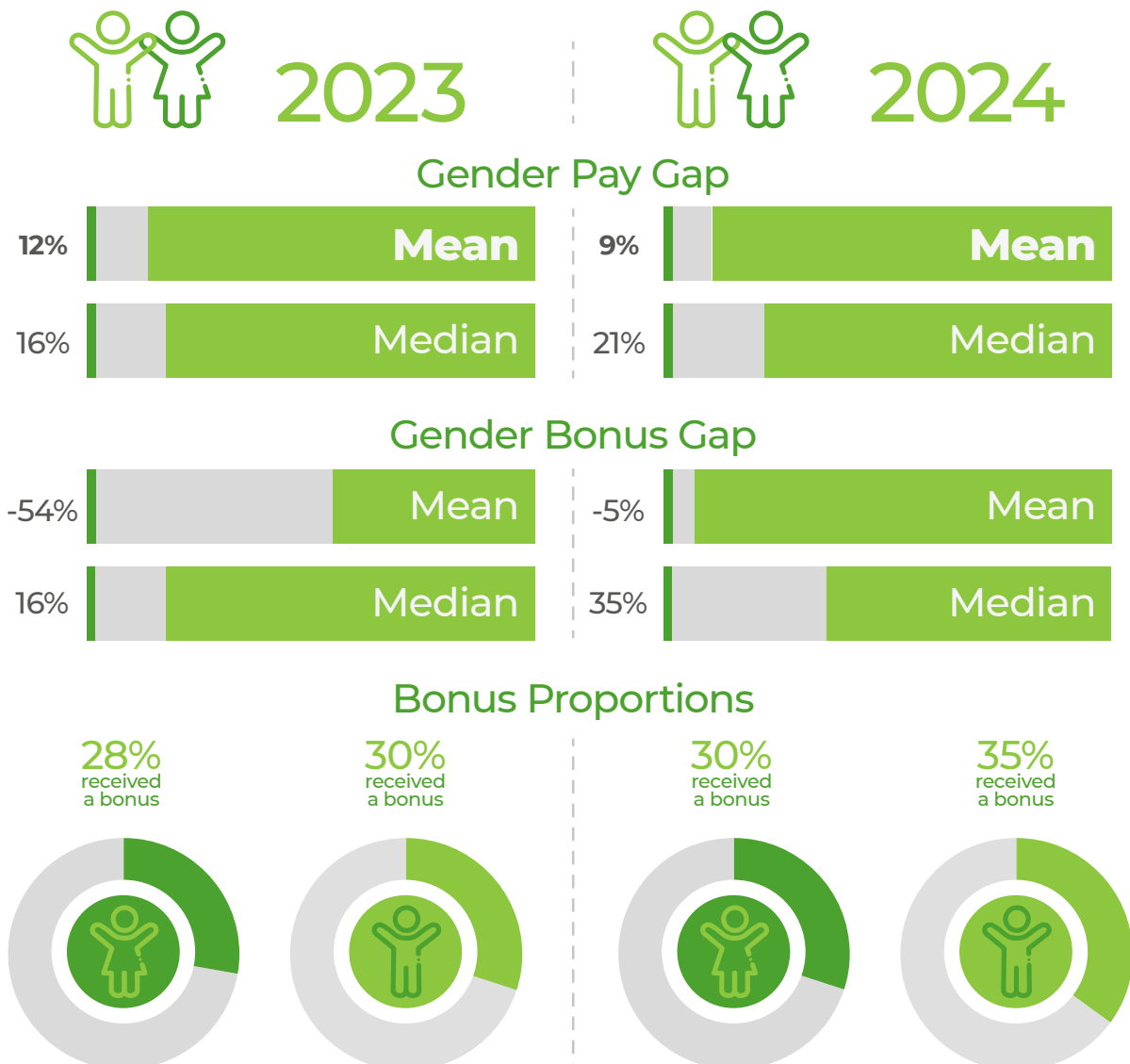
## OUR RESULTS

The following information demonstrates our mean and median hourly gender pay gap, at the snapshot date of April 2024.

We recognise that reducing the pay gap is not a quick fix and that it will take some time to close the gap as we implement long term action plans to deliver sustainable change.

Our reported figures show that the mean pay gap reduced to 9% compared to 12% in 2023.

The median pay gap increased by 5 points to 21% compared to 16% in 2023.



# QUARTILE BANDS

2023

2024

## UPPER QUARTILE

MALE **70%**  
FEMALE **30%**

MALE **60%**  
FEMALE **40%**

## UPPER MIDDLE

MALE **61%**  
FEMALE **39%**

MALE **63%**  
FEMALE **37%**

## LOWER MIDDLE

MALE **53%**  
FEMALE **47%**

MALE **46%**  
FEMALE **54%**

## LOWER QUARTILE

MALE **50%**  
FEMALE **50%**

MALE **48%**  
FEMALE **52%**



# GENDER BALANCE

Reported headcount at the April 2024 snapshot.



ALCUMUS UK EMPLOYEES

307

258

LEADERSHIP TEAM

4

3

SENIOR MANAGEMENT

9

8

MANAGEMENT

191

135

NON MANAGEMENT

103

113



## 2024 REPORTED PAY GAP REDUCES BY 3 POINTS COMPARED TO 2023

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### GENDER BALANCE IMPROVEMENT IN QUARTILE PAY BANDS

40% of women were in the upper quartile pay band compared to 30% in 2023. The number of women in the upper middle pay band reduced to 37% compared to 39% in 2023. There was an increase of women in the lower middle band to 54% compared to 47% in 2023 and a 2 point increase in the number of women in the lower quartile.

One of our two commercial divisions was led by a female divisional CEO and a number of women held leadership positions across the business including Human Resources, Legal, Sales and Finance.

We continue to identify opportunities to improve our gender balance which will reduce the gender pay gap in our business

### WOMEN IN SENIOR LEADERSHIP ROLES

The Group CEO leads a team of 6 with 50% of them being women.

### GENDER IMBALANCE IN BONUS PAYMENTS

The mean bonus gap was -5% compared to -54% in 2023 and the median gap increased to 35% from 16% in 2023.

### REDUCING OUR GENDER PAY GAP

#### Achievements in the last twelve months to April 2024.

Our 'Hybrid Working Policy' is now well embedded in the company offering flexible working for all employees. This promotes the personal and wellbeing benefits of a hybrid option, enabling employees to balance work and home commitments. This policy benefits all employees in Alcumus.



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