



Uniserve Limited – Gender Pay Gap Report Statement

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Uniserve Limited is required to publish annual data on our gender pay gap. This report presents our gender pay gap information based on the snapshot date of 5th April 2023, calculated in full accordance with the statutory regulations.

Understanding the Gender Pay Gap

The gender pay gap shows the difference in the average pay of men and women across an organisation. A gender pay gap can exist for many reasons, including role distribution, industry demographics and seniority profiles. It is important to note that the gender pay gap is not the same as equal pay, which refers to men and women being paid differently for performing the same or equivalent roles.

Gender Pay Gap Results

Hourly Pay:

Mean gender pay gap: **4.8%**

Median gender pay gap: **4.6%**

Bonus Pay:

Mean bonus gender gap: **57.6%**

Median bonus gender gap: **42.9%**

Employees Receiving a Bonus:

98.9% of men

91.4% of women

Confirmatory Statement

I confirm that the information in this Gender Pay Gap Report is accurate and has been calculated in accordance with the Gender Pay Gap Reporting Regulations.

Signed:

A handwritten signature in black ink, appearing to read 'Joni Forsdike-King', written in a cursive style.

Joni Forsdike-King

Group Human Resources Director

Date: 5th April 2024