

PRIVATE AND CONFIDENTIAL



Gender Pay gap reporting

Optegra UK Limited

01 April 2025



Summary

Gender pay gap figures look at all the people employed in an organisation on the snapshot date (in this case 5 April 2024) and compares the pay of all the women to all the men using a prescribed methodology from the UK government.

RSM have used the government’s prescribed methodology when calculating your gender pay gap. The gender pay gap is different from unequal pay.

The gender pay gap looks at the following areas:

- percentage of men and women in each hourly pay quartile;
- mean (average) gender pay gap for hourly pay;
- median gender pay gap for hourly pay;
- percentage of men and women receiving bonus pay;
- mean (average) gender pay gap for bonus pay; and
- median gender pay gap for bonus pay.

Hourly pay includes any monetary payments such as:
Basic pay
Allowances
Pay for piecework
Pay for leave
Shift pay premium

Bonus pay includes any rewards related to:
Profit sharing
Productivity/performance
Incentive
Commission
Long service award with a monetary value

Payments such as for overtime, pension, redundancy and benefits-in-kind, termination payments, loan schemes provided by the employer and payments for untaken leave are excluded.

Gender pay gap background

What are the metrics?

01

What is the median?

The median involves listing all the numbers in numerical order. The median is the middle number or a combination of the two middle numbers. The median for both men's and women's hourly pay is calculated and the percentage difference is reported.

02

What is the mean?

The mean average involves adding up all the numbers and dividing the result by the number of values in the list. The mean average for both men's and women's hourly pay is calculated and the percentage difference is reported.

03

What are the Pay Quartiles?

The distribution of men and women is shown in pay quartiles. In simple terms, these are calculated by splitting the whole workforce into four equal sized bands based on hourly pay, from highest paid to lowest paid. The percentage of men and women is then calculated for each band.

Gender pay gap for Optegra UK Limited - summary dashboard

Pay gap

30.3%

Mean hourly gap

33.1%

Median hourly gap

Figures based on the following employee numbers

Optegra UK Limited	Relevant employees	Full pay relevant employees
Male	124	114
Female	451	405
Total	575	519

Bonus gap

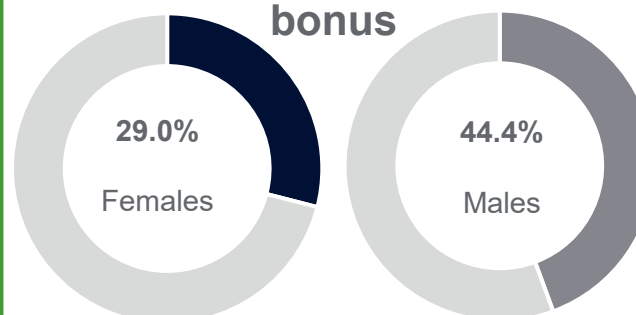
51.8%

Mean bonus gap

46.7%

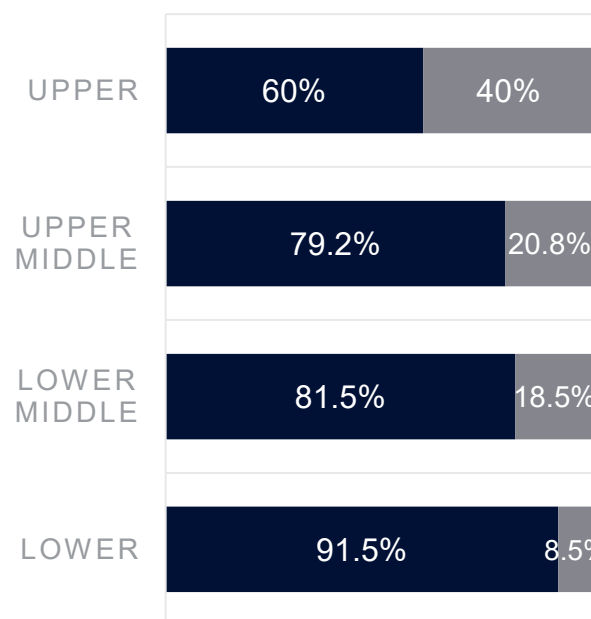
Median bonus gap

Percentage receiving a bonus





Pay quartiles



■ Female ■ Male



Gender pay gap for Optegra UK Limited - detailed dashboard



Pay gap

Mean pay	
Hourly rate (£)	
	24.67
	17.21

Median pay	
Hourly rate (£)	
	22.00
	14.71

Bonus gap


	Relevant employees	Received bonus (#)	Received bonus (%)
	124	55	44.4
	451	131	29.0
Total	575	186	32.4

	Mean (£)	Median (£)
	10,562.11	4,593.75
	5,086.93	2,450.00



Bonus metrics are calculated on all relevant employees, rather than only the fully paid relevant employees.

Pay quartiles

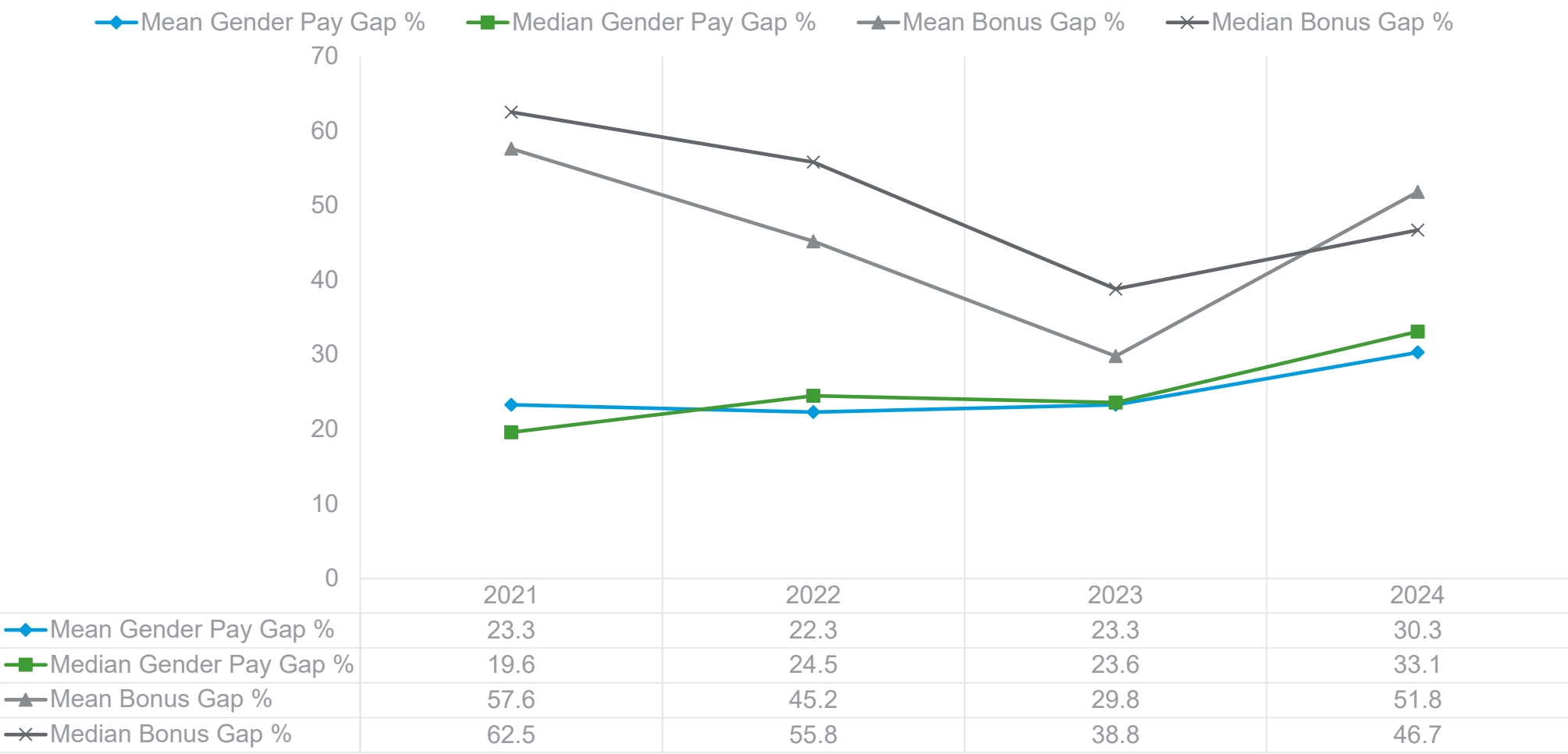
	Employees	Lower	Lower middle	Upper middle	Upper
	114	11	24	27	52
	405	118	106	103	78
Total	519	129	130	130	130

	Employees (%)	Lower	Lower middle	Upper middle	Upper
	22.0	8.5	18.5	20.8	40.0
	78.0	91.5	81.5	79.2	60.0

Key:

-  Male
-  Female

Optegra UK Limited Gender Pay Gap trends



Gender pay gap background

The statistics

The gender pay gap is calculated as the difference between average hourly earnings of men and women as a proportion of men's average hourly earnings. It is not the difference in pay between men and women for doing the same job.

The gender pay gap is different from unequal pay. Unequal pay is when an organisation pays men and women differently for carrying out equal work.

Office for National Statistics Figures

According to the Office for National Statistics (ONS) the mean gender pay gap among all employees in the UK decreased to 13.1% in 2024 (provisional figure) from 14.2% in 2023 (corrected figure by ONS), from 14.4% in 2022. This remains below the 17.4% level observed in 2019.



Next steps

We recommend Optegra UK Limited should take the following steps.

- **Action plans** - The Labour Government have outlined that employers with more than 250 employees will be required to publish and implement an [equality action plan](#) showing the steps they are taking in relation to prescribed matters related to gender equality, which include addressing the gender pay gap and supporting employees through the menopause. If you do not already have an action plan for closing your gender pay gap, you should put one in place before it becomes a legal requirement. It makes sense to start implementing your plan before you are required to do so.
- A deeper-dive into the figures to establish if there are any specific areas that would benefit from more focus to ensure Optegra UK Limited's HR interventions and efforts have as much positive impact as are intended.
- A benchmarking exercise to allow you to compare your organisation to other relevant businesses.
- RSM HR Consultancy can review HR strategies to give you more insights into their impact on the figures. RSM has an experienced HR consultancy team that could support in People Strategy if you are concerned at all about your figures.
- RSM has a specific Reward and Incentives team that specialises in designing and formulating reward strategies that really work for businesses. RSM recommends you speak to one of our experts to ensure you are happy with your reward strategy in the longer term.

If you would like a conversation regarding any of the next steps detailed above or any other HR matter, please contact Rebecca Finlinson, rebecca.finlinson@rsmuk.com or Kerri Constable, kerri.constable@rsmuk.com, who would be delighted to talk to you further on these topics or anything in relation to Optegra UK Limited's People Strategy.



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