

Fintel plc
Gender Pay Gap
Report 2024

Foreword

Creating a workplace that is both fair and inclusive is a continuous effort, requiring commitment and actionable, data-informed strategies. In 2022, we released our inaugural Fintel-wide Gender Pay Gap Report, establishing a baseline to track our organisation-wide progress over time and we remain dedicated to providing annual updates on our initiatives, progress and goals for the future.

Our aim is to have a thriving workforce that genuinely reflects the world around us, where every person feels valued, respected and empowered to give their best. We believe that this approach leads to a happier, more engaging, and productive working environment, more balanced decisions and improved client outcomes.

We are proud to foster an inclusive workplace, ensuring that pay is equitable and not influenced by gender or any other personal characteristic. However, we recognise that different genders are unevenly represented across various levels of our organisation. This disparity reflects broader industry trends, and addressing it remains a priority for us.

We continue to actively implement initiatives that support our colleagues, provide opportunities for progression, and attract a broader, more diverse range of talent.

We, Neil Stevens and Matt Timmins (Joint CEOs), confirm that the information in this statement is accurate.

Signed



Date: 21/01/2025



NEIL STEVENS
JOINT CEO



MATT TIMMINS
JOINT CEO

What is the gender pay gap?

The gender pay gap is the difference between the average earnings of men and women across a workforce, expressed as a proportion of men's average earnings.

A gender pay gap is not the same as equal pay and does not indicate that men and women in similar positions earn different amounts, which would contravene the Equality Act 2010.

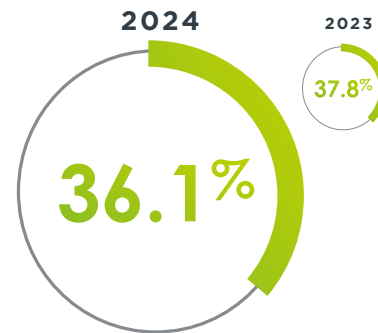
Legally, men and women must receive equal pay for:

- the same, or broadly similar, work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

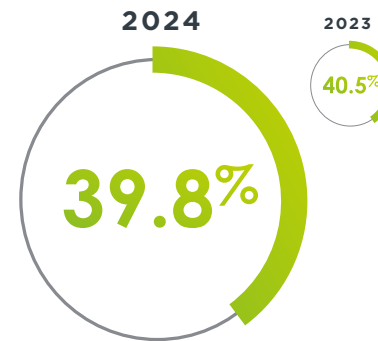
Our results

These are our gender pay gap statistics for the snapshot date of 5 April 2024.

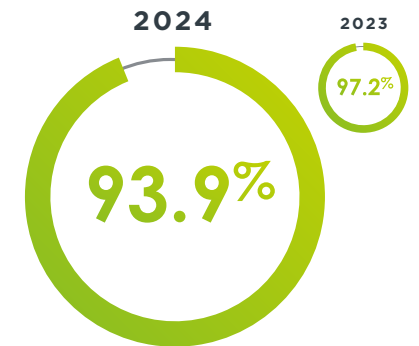
Our mean* gender pay gap:



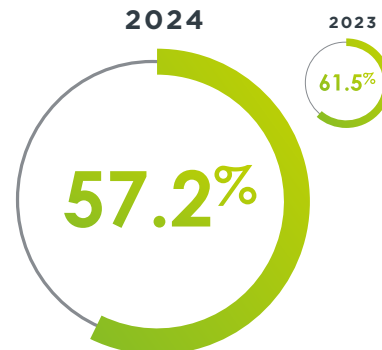
Our median** gender pay gap:



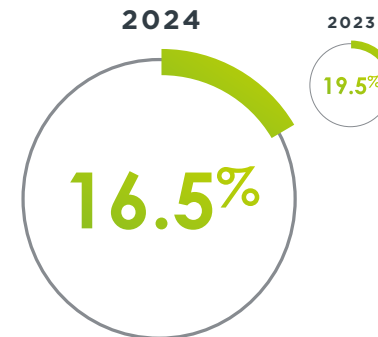
Female employees receiving a bonus:



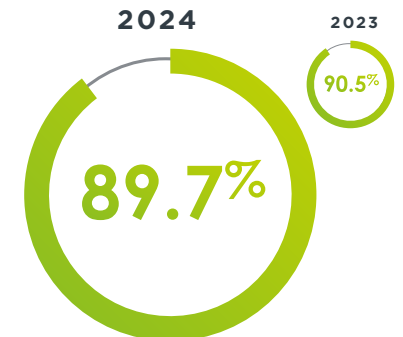
Our mean* gender bonus gap:



Our median** gender bonus gap:



Male employees receiving a bonus:



*Mean pay gap shows the arithmetic average hourly pay for men and women across our business.

**Median pay gap is calculated by ordering all male and female salaries from lowest to highest and shows the difference between the midpoints for men and women.



Our people

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership status, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic).

The table below shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	34.2%	65.8%	All employees whose standard hourly rate is within the lower quartile*
B	39.8%	60.2%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	65.0%	35.0%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	73.2%	26.8%	All employees whose standard hourly rate is within the upper quartile

*A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group. The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

GENDER SPLIT BY LEVEL, DECEMBER 2024

Executive management



All other employees



Why do we have a gender pay gap?

We are actively working towards reducing our gender pay gap and have clear policies that support this long-term commitment.

Whilst we do not pay men and women differently for the same or equivalent work, our gender pay gap is caused by unequal representation of men and women across different levels in the business. For example:

- Most administration and customer service roles are held by women
- Most senior manager and executive level positions are held by men
- Most of the relatively highly paid technical and regulatory roles are held by men

This is evidenced in the table on page four showing our workforce divided into four quartiles. If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 66% of the employees in band A are women and 34% men. The percentage of male employees increases throughout the remaining bands, from 65% in band C to 73% in band D.

Across the UK economy:

- men are more likely than women to be in senior roles (especially very senior roles at the top of organisations);
- men are more likely to be in technical, regulatory and IT-related roles, which are paid more highly than other roles at similar levels of seniority;
- women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children;
- women are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are still relatively low paid. (XpertHR, www.xperthr.co.uk)

HOW DOES OUR GENDER PAY GAP COMPARE WITH THAT OF OTHERS?

We monitor our gender pay gap against that of the financial services sector and that of the UK economy. Whilst most organisations have a gender pay gap, we recognise that ours remains slightly above the financial services sector average and the economy as a whole.

We have implemented a number of initiatives to support our long-term commitment to improve our gender pay gap and these are detailed on page six.

	Fintel	2024 ONS ASHE financial services sector	2024 ONS ASHE whole economy
Mean gender pay gap	36.1%	30.5%	13.8%
Median gender pay gap	39.8%	29.8%	13.1%



What are we doing to address our gender pay gap?

The main focus over the last 12 months has been on further enhancement of our family leave policies, to ensure we're providing appropriate support to internal mobility and progression, with particular emphasis on removing real and perceived barriers to progression and ensuring equality of opportunity across the organisation.

Other steps we have taken thus far to demonstrate our commitment to improving gender diversity in our business, include:

THRIVING WORKFORCE PLAN

- **Launched our 'Better Together' EDI forum**
 - offering a platform for employees to collaborate, share ideas, and drive initiatives that foster a diverse, inclusive and equitable workplace
- **Launched a campaign to expand our workforce diversity data**
 - to better understand our people, their challenges and their needs
- **Launch of new company values & behaviours including 'inclusive'**
 - fully embedded within our culture and across our people processes
- **Unconscious bias training mandated annually for all line managers**
 - to ensure they are educated on what it is and how to avoid doing it
- **Enhanced Equality and Diversity training for all colleagues**
 - to support us in educating our people on diversity and inclusion, both on entry to the company, and every year thereafter

POLICY REVIEW AND ENHANCEMENT

- **Hybrid and Flexible working policy**
 - to ensure that our people have the ability to retain a level of flexibility in terms of working location, enabling them to balance work and home commitments more easily
- **Enhanced Maternity policy**
 - Further enhancements to our policy were made in 2024 providing 26 weeks of fully paid leave, to ensure our female employees feel supported financially to take time off after the birth of their child
- **Flexible Maternity policy**
 - for senior employees enabling them to phase back into the business at their own pace and/or keep in touch to minimise loss of earnings and maintain up-to-date operational knowledge
- **Enhanced family policies**
 - including paid fertility, pregnancy loss and parental bereavement leave

INTERNAL PROGRESSION

- **Formal Leadership Development Programme**
 - delivered across management population in 2024 with 49% female attendance, providing practical tools and knowledge to support career progression
- **Appointment of a Head of Talent and Development**
 - to support us in building our formal development programmes and succession planning, to create gender balanced talent pipelines for the future
- **Launch of organisation-wide career portal**
 - with all vacancies published internally, to ensure that all of our employees have equal access to and ability to apply for opportunities arising



12-MONTH PRIORITIES

Over the next year, we will focus on improving access to development and growth opportunities, as well as seeking out ways to encourage and facilitate a greater percentage of female applicants for senior and technical roles, with a commitment to:

- Add a new requirement in our annual Succession Planning process for at least one woman to be identified as a successor for every Leadership role.
- Launch a new Fintel Women's Network to provide women across the Group with a dedicated forum where they can access support and guidance from senior leaders and additional training and development opportunities, to support them in the progression of their careers.
- Continue to utilise our Better Together forum to identify and prioritise areas for improvement to enhance our approach to equity, diversity, and inclusion.

Any further initiatives launched throughout the year will be reported within our internal Microsoft Engage channels.



33%

female representation at executive level

32%

of all vacancies filled by women

12%

of all vacancies filled internally
(F: 33%, M: 67%)

20%

of managerial vacancies filled internally were filled by women



We recognise that achieving meaningful change is a nuanced process that requires ongoing effort and dedication.

We remain committed to addressing our gender pay gap and exploring effective strategies to support the progression of women within our organisation.”

EMILY BLAIN
People and Operations Director



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