





Gender Pay Gap Review



At Corndel we are determined to build an inclusive and diverse environment where all colleagues feel welcome, included and have a sense of belonging.

As part of our commitment to reduce our Gender Pay Gap we are working towards ensuring we have representation and opportunities for women at all levels and in all teams across the business. We are committed to sharing our progress in this Gender Paygap Report. We know that improving inclusion and diversity begins with holding ourselves to account.





The Gender Pay Gap reporting requirements

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all organisations with over 250 employees to conduct Gender Pay Gap reporting and to publish their results.

The Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings. This should not be confused with Equal pay which means that men and women in the same employment performing equal work must receive equal pay. As an employer, failing to provide equal pay to employees is unlawful, while having a Gender Pay Gap is not.

Corndel Gender Pay Gap

284 staff were on our payroll on 5th April 2022 when the snapshot was taken. This report is based on the 2021- 2022 pay period with the mean, median and quartile pay calculated on the salary month of April pay 2022. The bonus section relates to bonuses which are calculated on the 12 month period 1st May 2021 to 30th April 2022.

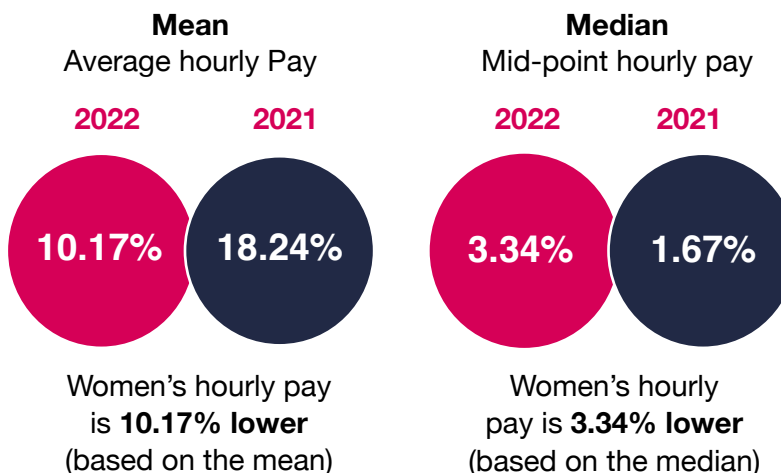
We have conducted six calculations on that snapshot:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

The median pay gap shows the exact middle point between the highest and lowest paid male in the business and the highest and lowest paid female in the business. The two are then compared and the difference shown as a %.

The mean pay gap is calculated by adding up the hourly pay of all females in the business then dividing this by the number of females. Doing the same for males then comparing the two figures and showing the difference as a %.

In Summary, the Gender Pay Gap report at Corndel shows:



What do the Median numbers show?

This means that female pay is 3.34% lower than males (males earn £1.034 for every £1 females earn). In 2021 this gap was smaller at 1.67%. According to the Office for National Statistics, the UK national Median Gender Pay Gap was 14.9%* in 2022. Meaning women were, on average, paid 14.9% less than men.

Source: *House of Commons Library

What do the Mean numbers show?

Our data shows that while the mean pay gap is closing, it is still in favour of males, with males earning 10.17% more than females.

The UK national Mean Gender Pay Gap was 15.4%** in 2021.

Source: **Office for National Statistics

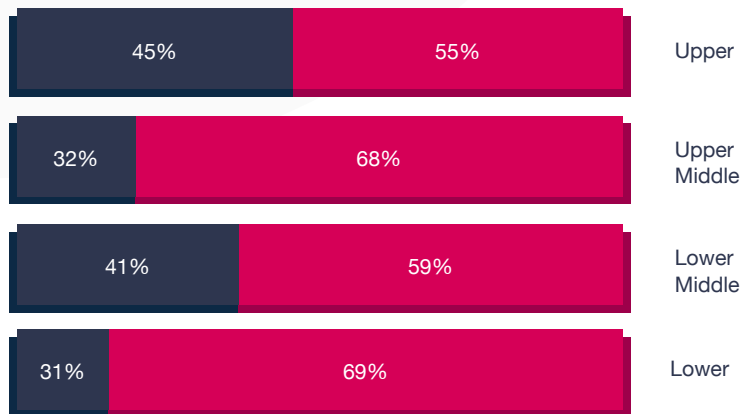
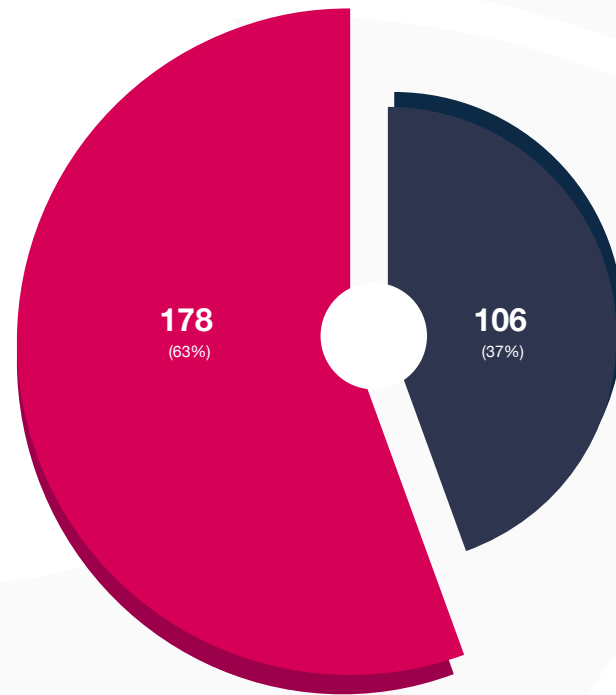
Corndel's commitment to closing the Gender Pay Gap

As a recent start-up organisation, we have not previously had the data collection systems in place to enable us to analyse the causes behind our Gender Pay Gap.

We recognise that we need to address our mean and median Gender Pay Gap, and we are committed to continuing to close our Gender Pay Gap. In recent months have implemented an HR information system which will allow us to collect and analyse our workforce data.

We then intend to use this data to identify areas to implement initiatives to close our Gender Pay Gap.





284 staff were included in the snapshot (taken 5th April 2022)

■ Male
■ Female

Proportion of males and females in each pay quartile

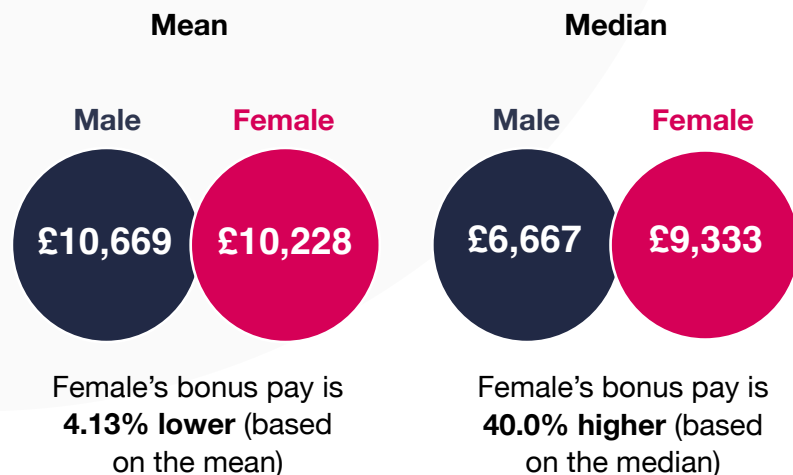
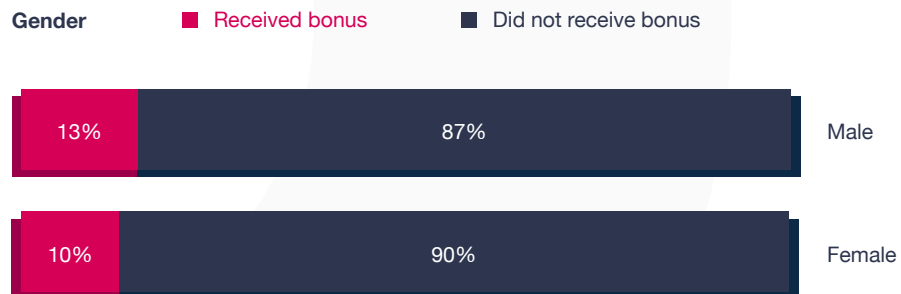
63% of Corndel's current workforce is female, with a large proportion in the lower and lower middle quartiles. Males are over represented in the upper pay quartiles.

■ Male
■ Female



Bonus Pay

This section relates to bonuses which are calculated on 12 month bonus information from 1st May 2021 to 30th April 2022. The earlier sections of this report are calculated on the salary month of April pay 2022.



The information to be reported to HMRC for the reporting period covered has to include all bonus payments made over the 12-month period stated. The figure reflects:

- Bonuses that form part of individual contractual agreements.





Actions we are taking to reduce our Gender Pay Gap

Corndel has facilitated an ongoing conversation and journey raising awareness and learning around equity, diversity and inclusion. The senior leadership team have agreed a set of objectives and key results which set out, at a granular level, the specifics that will deliver the EDI strategy. We have an EDI Lead role and an active EDI Employee Resource Group who help to drive Corndel forward on its EDI agenda.

As we have now implemented an HR information system which will allow us to collect and analyse our data, in 2023 we will use this data to analyse the causes of our Gender Pay Gap and use this to identify initiatives to close our Gender Pay Gap.

We pride ourselves on having an inclusive culture and we continue to look for opportunities to further improve this beyond our existing practices which include remote working, flexible working and unlimited leave.

I confirm the data reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Nicola Darku

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HR Director