

# Gender Pay Gap Report

## SHARPSMART LTD GENDER PAY GAP REPORT

At Sharpsmart Ltd, we are committed to fostering a workplace that is inclusive, fair, and supportive for all employees. This report outlines our gender pay gap data for 2025 and provides an overview of the factors influencing our results, together with the actions we are taking to support equality of opportunity across the organisation.

Gender pay gap reporting measures the difference between the average earnings of men and women across the organisation as a whole. It is distinct from equal pay, which relates to men and women receiving equal pay for the same or similar work, or work of equal value.

The data in this report is based on the statutory snapshot date of 5 April 2025.

## WORKFORCE PROFILE

At the snapshot date, Sharpsmart Ltd had 294 relevant employees, comprising 236 men and 58 women. Of these, 242 were full-pay relevant employees, comprising 197 men and 45 women.

## PAY QUARTILE DISTRIBUTION

End your Toolbox / SOP with a concise summary. Reinforce the key takeaways, restate the importance of following the procedure, and include any final reminders or next steps. A strong conclusion helps ensure the message sticks and encourages safe, consistent practice.

PAY QUARTILE	TOTAL EMPLOYEES	MEN	WOMEN	% MEN	% WOMEN
Upper	60	46	14	76.67%	23.33%
Upper Middle	61	53	8	86.89%	13.11%
Lower Middle	60	52	8	86.67%	13.33%
Lower	61	46	15	75.41%	24.59%

Men make up the majority of our workforce overall and are more highly represented than women across each pay quartile. While women are represented at all levels of the organisation, including the upper quartile, they remain underrepresented overall.

### GENDER PAY GAP FIGURES FOR 2025 ARE:

- Mean gender pay gap: -4.31%
- Median gender pay gap: 2.29%

A negative mean gender pay gap indicates that the average hourly pay for women is higher than that for men. A positive median gender pay gap indicates that the midpoint hourly pay for men is higher than that for women.

### OUR BONUS FIGURES FOR 2025 ARE:

- Mean bonus gap: -52.22%
- Median bonus gap: 3.54%
- Proportion of men receiving a bonus: 68.64%
- Proportion of women receiving a bonus: 65.52%

# Gender Pay Gap Report

The proportion of employees receiving a bonus was broadly similar for men and women, although slightly higher for men.

## YEAR-ON-YEAR COMPARISON (2024 VS 2025)

MEASURE	2024	2025	VARIANCE
Relevant Employees	294	294	0
Men	240	236	-4
Women	54	58	+4
Full Pay Relevant Employees	224	242	+18

The total number of relevant employees remained unchanged between 2024 and 2025. The gender profile of the workforce altered slightly, with the number of women increasing from 54 to 58 and the number of men decreasing from 240 to 236. The number of full pay relevant employees increased in 2025 for both male and female employees.

## PAY QUARTILE DISTRIBUTION

QUARTILE	2024 % MEN	2024 % WOMEN	2025 % MEN	2025 % WOMEN	VARIANCE IN % WOMEN
Upper	73.21%	26.79%	76.67%	23.33%	-3.46%
Upper Middle	94.64%	5.36%	86.89%	13.11%	+7.75%
Lower Middle	82.14%	17.86%	86.67%	13.33%	-4.53%
Lower	76.79%	23.21%	75.41%	24.59%	+1.38%

The quartile analysis presents a mixed position year on year. Female representation increased in the upper middle quartile and marginally in the lower quartile. However, representation decreased in the upper quartile and lower middle quartile. Women remained underrepresented across all pay quartiles in both reporting years.

## GENDER PAY GAP COMPARISON

MEASURE	2024	2025	VARIANCE
Mean Pay Gap	-6.51%	-4.31%	+2.20 percentage points
Median Pay Gap	11.00%	2.29%	-8.71 percentage points
Measure	2024	2025	Variance
Mean Pay Gap	-6.51%	-4.31%	+2.20 percentage points

# Gender Pay Gap Report

The mean pay gap remained negative in both years, indicating that mean hourly pay for women was higher than for men in both reporting periods. However, the mean gap narrowed in 2025. The median pay gap reduced significantly from 11.00% in 2024 to 2.29% in 2025, indicating a material reduction in the midpoint hourly pay gap.

## BONUS COMPARISON

MEASURE	2024	2025	VARIANCE
% Men Receiving Bonus	41.00%	68.64%	+27.64 percentage points
% Women Receiving Bonus	37.00%	65.52%	+28.52 percentage points
Mean Bonus Gap	-171.00%	-52.22%	+118.78 percentage points
Median Bonus Gap	-8.00%	3.54%	+11.54 percentage points

Bonus participation increased significantly for both men and women in 2025. The mean bonus gap remained negative in both years, indicating that the average bonus paid to women exceeded that paid to men, although the extent of that gap reduced materially in 2025. The median bonus gap moved from -8.00% in 2024 to 3.54% in 2025, indicating that the midpoint bonus value shifted from being in favour of women to being slightly in favour of men.

## OVERALL POSITION

The 2025 data reflects continued progress alongside ongoing structural challenges within our workforce.

The most notable improvement is the significant reduction in the median gender pay gap, which has decreased from 11.00% in 2024 to 2.29% in 2025. This indicates a meaningful shift in the distribution of pay and suggests improved balance in typical earnings between men and women across the organisation.

The mean pay gap remains negative, meaning that, on average, women’s hourly pay is higher than men’s. However, the narrowing of this gap in 2025 reflects changes in workforce composition and pay distribution rather than a single underlying factor.

Despite these positive movements, the data continues to show that women are underrepresented across the organisation, particularly within several pay quartiles. While women are present at all levels, including the upper quartile, their overall representation remains lower than that of men. This imbalance continues to be the primary driver of our gender pay gap outcomes.

Year-on-year movement across quartiles presents a mixed picture. Encouragingly, there has been a notable increase in female representation in the upper middle quartile, which is an important indicator of progression into more senior or higher-paid roles. However, this has been offset by reductions in other quartiles, highlighting that progress is not yet consistent across the organisation.

Bonus outcomes also reflect a more balanced position in 2025. Participation increased significantly for both men and women, indicating broader access to bonus schemes. While the mean bonus gap remains in favour of women, the shift in the median bonus gap suggests that bonus distribution at the midpoint is now slightly higher for men. This reinforces the importance of continuing to review how reward structures operate in practice.

Overall, our gender pay gap is influenced primarily by workforce composition and the distribution of roles rather than differences in pay for equivalent work. As a business operating in a sector that has historically attracted a predominantly male workforce, these structural factors remain a key consideration.

# Gender Pay Gap Report

We recognise that sustained progress will depend on improving representation at all levels, particularly in higher-paid roles, and ensuring that progression opportunities are accessible and equitable.

It is important to note that gender pay gap reporting is different from equal pay. The figures reflect the overall distribution of men and women across the organisation and do not necessarily indicate that men and women are paid differently for doing the same job.

## OUR COMMITMENT

We are committed to building a more balanced and inclusive workforce and to addressing the underlying factors that contribute to our gender pay gap.

Our focus is on taking practical, measurable actions that support attraction, retention, and progression of talent across all areas of the organisation.

Our key priorities include:

- **Strengthening career progression pathways**  
We will continue to invest in development programmes that support employees at all stages of their careers, with a focus on enabling progression into higher-paid and leadership roles.
- **Maintaining robust pay and reward governance**  
We conduct regular pay reviews and audits to ensure fairness, consistency, and alignment with market benchmarks. We will continue to monitor both pay and bonus outcomes to identify and address any unintended disparities.
- **Supporting inclusive and consistent management practices**  
We provide training and guidance to managers on policies and procedures, including flexible working, to promote fair and consistent decision-making and to support work–life balance across the workforce.
- **Using data to drive informed action**  
We will continue to analyse workforce data, including recruitment, promotion, and retention trends, alongside employee feedback, to better understand where barriers may exist and to inform targeted interventions.
- **Improving representation over time**  
We recognise that increasing gender balance across the organisation, particularly within higher pay quartiles, is key to reducing the gender pay gap. We will continue to review our hiring, development, and progression practices to support this aim.

Sharpsmart Ltd. confirm that the information contained in this Gender Pay Gap Report is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

# Gender Pay Gap Report

## REVISION LOG

Revision Level & Date	Description of Change	Author (Name & Title)	Approval (Name & Title)
April 2026	Initial release	Ryan Dunn	Jessica Hart