



DERIVCO
SPORTS

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GENDER PAY GAP REPORT

2019

WHAT IS THE GENDER PAY GAP?

From April 2017, new regulations require employers with 250 employees or more to publish their gender pay gap and gender bonus gap every year in UK. The gender pay gap shows the difference in the average pay between all men and women in a workforce.

This is Derivco Ipswich Limited first report with data from April 2019 for UK employees.

EQUAL PAY IS DIFFERENT FROM PAY GAP

It is important to note that Derivco Sports is firmly committed to equal pay, as set out in the Equality Act (2010). This ensures that a man or woman doing the same or a similar role are paid equally and is different to the pay gap.

WHAT DOES OUR PAY GAP DATA TELL US?

Our own pay gap analysis shows that we have more men than women at all levels. We are committed to taking actions to reduce not only the gap in the pay also in the balance of our employees in a competitive and challenging sector of software development.

HOURLY PAY RATE

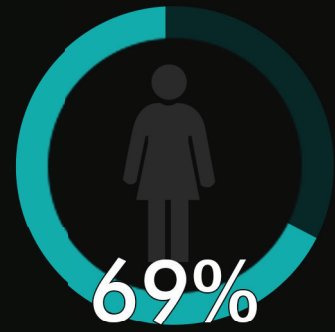
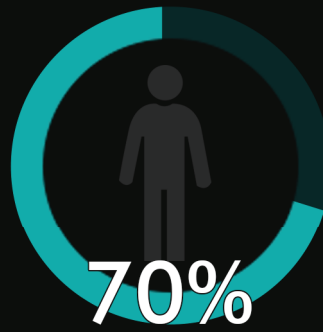


17% PAY GAP



9% PAY GAP

RECEIVED A BONUS



BONUS AMOUNT RECEIVED



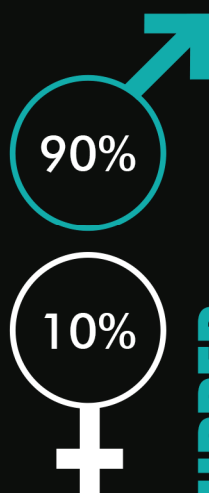
36% PAY GAP



21% PAY GAP

A **mean** gap is a calculation of the average hourly pay or bonus of a man in our organisation versus the average hourly pay of a woman. A **median** gap is a calculation of the exact mid-point between the lowest and highest-paid man in the organisation versus the equivalent woman. **Quartiles** are calculated by ranking the pay for each employee from lowest to highest. This list is then divided into four equal sized groups of men and women.

PAY BAND QUARTILES



We confirm that the information and data provided under Breakdown by Legal Entities is accurate and in line with regulatory requirements.
Matt David, Board Director of Derivco Ipswich Limited