



**DERIVCO**  
SPORTS

proudly powering **betway**

# GENDER PAY GAP REPORT

## 2023

### 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.

The data in this report is a snapshot of all employees of Derivco Ipswich Limited from 5th April 2023.

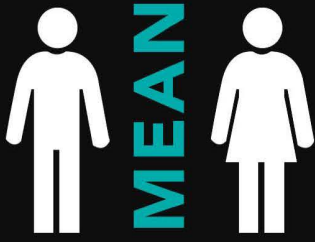
### EQUAL PAY IS DIFFERENT FROM PAY GAP

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.

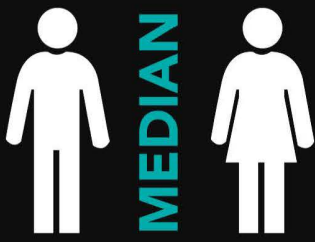
### WHAT DOES OUR PAY GAP DATA TELL US?

Our own pay gap analysis shows that we have more men than women at all levels. We are committed to taking actions to reduce the gap in pay, in addition to improving the balance of our employees in a competitive and challenging sector of software development.

## HOURLY PAY RATE

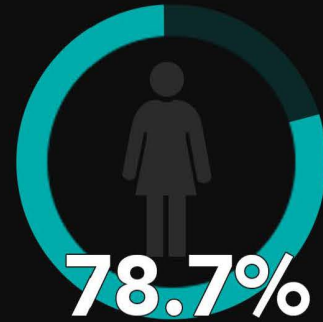
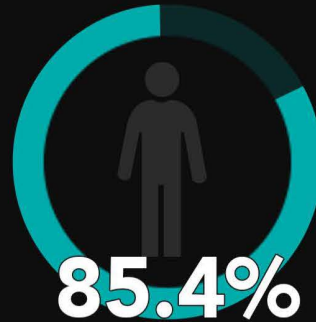


19% PAY GAP



15% PAY GAP

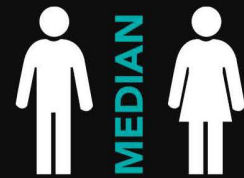
## RECEIVED A BONUS



## BONUS AMOUNT RECEIVED



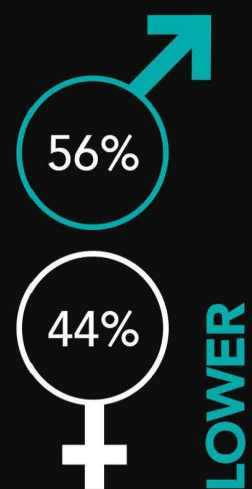
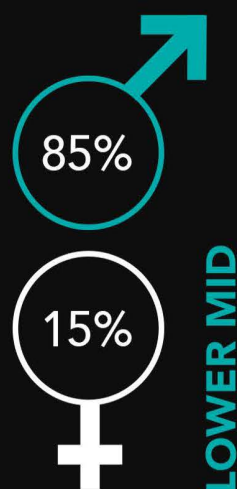
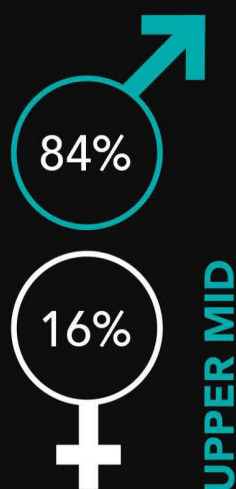
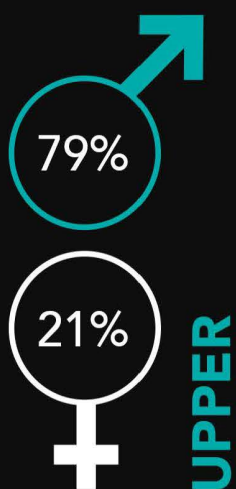
21.4% PAY GAP



14.3% 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