GENDER PAY GAP REPORT

April 2023

Introduction

Here at Zzoomm we are highly committed to our company values, and we strive to embed them in everything we do. We will endeavour to improve our gender diversity by being responsive, open, agile and reliable.

We are dedicated to making the necessary improvements to ensure fairness in gender pay and ensuring inclusivity for all employees. We are committed to building a company that represents the diverse communities we serve.

It is important to recognise that large parts of the industry in which our business operates has historically been dominated by men, therefore achieving gender parity will take time and continuous effort because of the high number of individuals in these teams.

We are confident at Zzoomm that men and women in the same roles are paid fairly and that pay is not influenced by gender. However, it is important to highlight that factors contributing to our gender pay gap are not unique to Zzoomm and reflect industry trends.

Calculations Explained

The Gender Pay Gap shows the difference between the average (mean or median) pay of men and women. This is expressed as a percentage of men's pay. Where a negative figure is reported, this means that women earn more than men.

The mean gender pay gap shows the difference in the average hourly rate between men and women in Zzoomm.

The median pay gap shows the difference in pay between the female and the male in the middle of each data set. The median gender pay gap is calculated by putting all employees in order from highest to lowest hourly pay.

This is not the same as "equal pay" which looks at the difference in pay between men and women who carry out the same or similar job ("work of equal value").

Pay quartiles are calculated by dividing the workforce into four equal segments from the lowest hourly paid worker to the highest.

2023 is our second year of publishing our Gender Pay Gap information, with a snapshot date of 5 April 2023 and a snapshot of 526 employees.
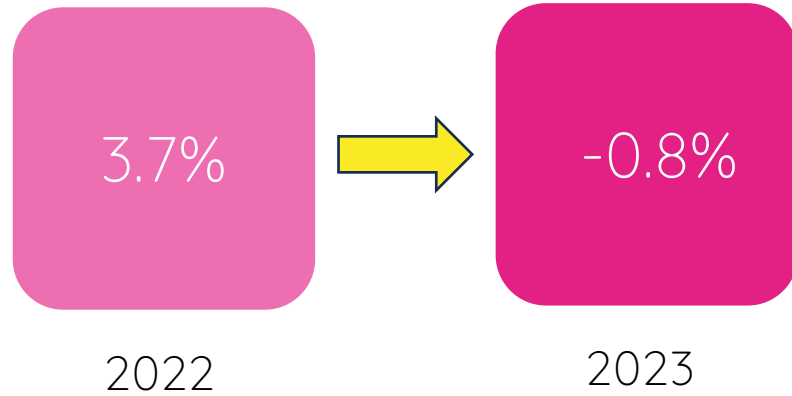
87%

13%

457
Male

69
Female

14%

86%

Managerial
Split
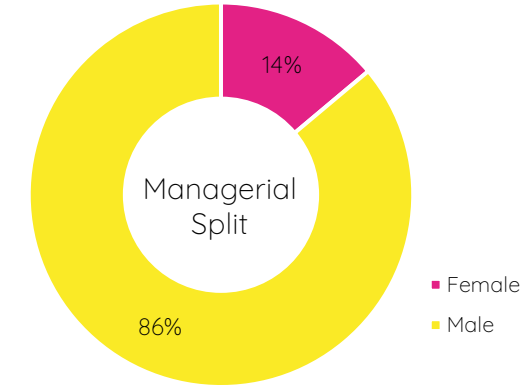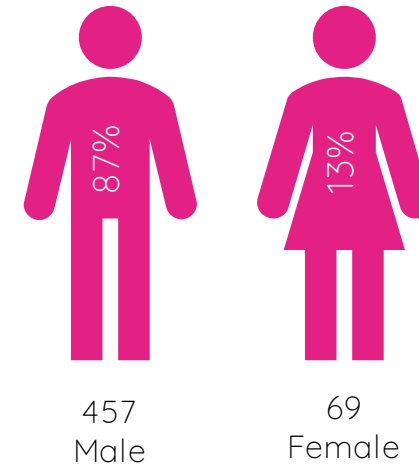
- Female
- Male

Of the Senior Leadership Team (SLT), 83% are male, 17% are female.
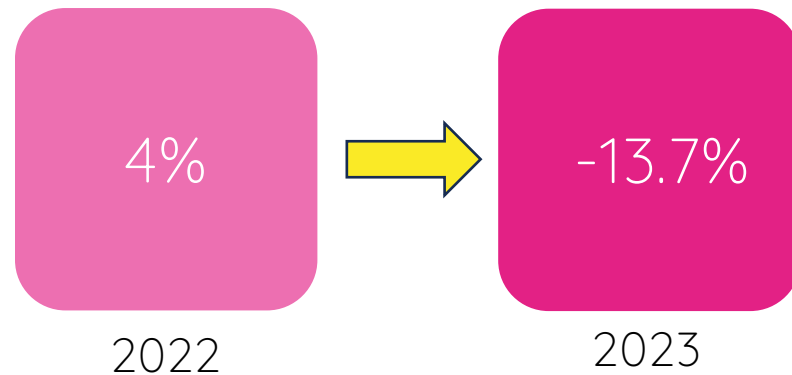
ZZOOMM

Hourly Pay

Mean

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is
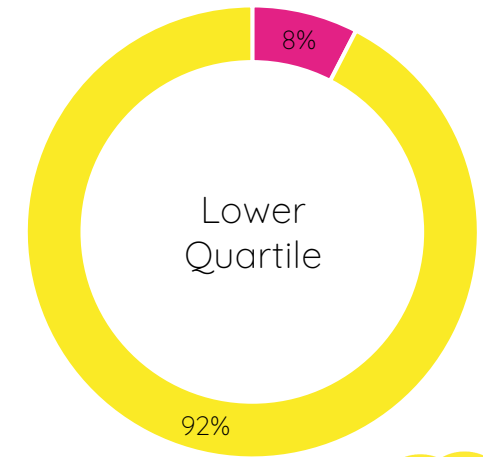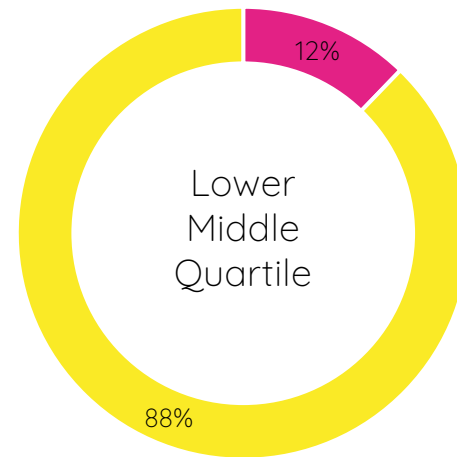
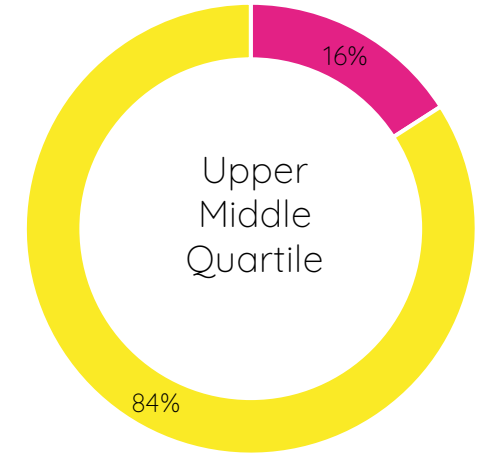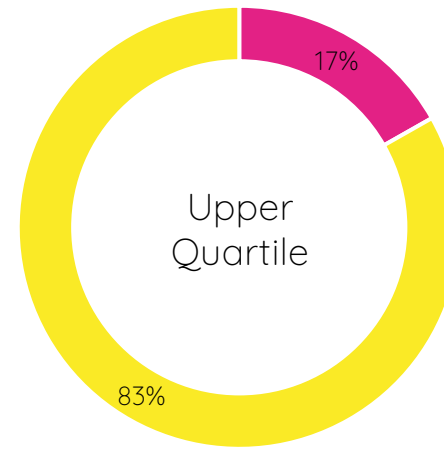| 3.7%	→	-0.8%
2022		2023

Median

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is...

4%	→	-13.7%
2022		2023

Pay Quartiles

Upper Quartile — 17% / 83%

Upper Middle Quartile — 16% / 84%

Lower Middle Quartile — 12% / 88%

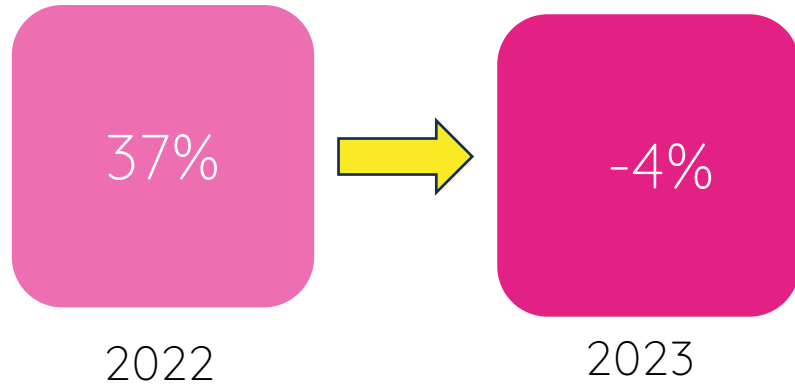**Lower Quartile** — 8% / 92%

Male ▮ (yellow)

Female ▮ (pink)

ZZOOMM

Bonus Pay

Mean

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is…

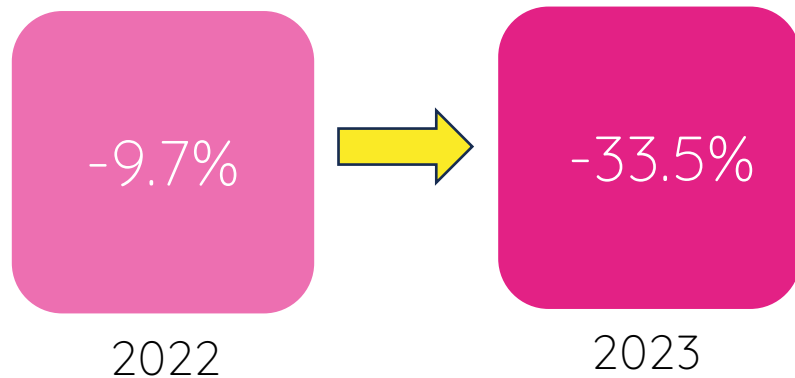| 37%	→	-4%
2022		2023

Median

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is…

-9.7%	→	-33.5%
2022		2023

Bonus Payment

Women at Zzoomm are more proportionately more likely to receive a bonus than men.

This gap has closed significantly since 2022 as in 2022 51% of men received a bonus compared to 69% of women.

Male
7%
93%

Female
4%
96%

No Bonus ▉ (yellow)
Bonus ▉ (pink)

ZZOOMM
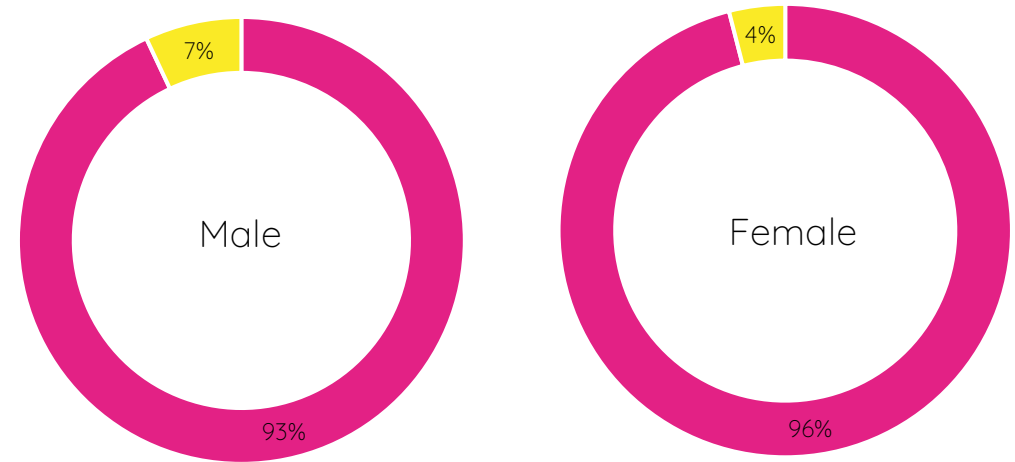
Commitment and Actions

We are dedicated to making the necessary improvements to ensure fairness in gender pay and ensuring inclusivity for all employees. We are committed to building a company that represents the diverse communities we serve through the following actions:

✓ We use job families and grading structures to ensure equal pay.

✓ We regularly benchmark all our roles to identify any anomalies and make compensation adjustments to remedy any gaps.

✓ We operate a hybrid working policy to enable current and future employees to balance both the demands of work and home.

✓ We offer enhanced maternity and paternity pay.

✓ We use a psychometric assessment tool to reduce potential bias from our interview process.

✓ A strong focus on career progression has helped us to develop and retain our people.

✓ We continue to champion our diversity, equality and inclusion agenda, which is led from the bottom up to encourage a culture of openness and inclusivity

✓ We have made sure that our inclusive culture is represented on our website and many platforms where we have a visible online presence.

✓ We have implemented a proactive approach to remove potential gender bias from our language in recruitment, job descriptions and social media by using tools to assess the language we use.

✓ We are committed to reducing the gender pay gap and have a dedicated Women in Zzoomm group (WiZ) to focus on introducing actions which are meaningful and contribute to improving gender diversity at Zzoomm.

✓ We are developing specific initiatives to encourage females into early careers in underrepresented roles, and also to support leadership development of women across the organisation.

This report is approved by:

Matthew Hare
Chief Executive

Rachel Woolf
People Director