

quantexa

UK Gender Pay Gap Report

2022/2023



Our 2022/2023 UK gender pay gap report

We put DATA to work every day. Creating a new era of strategic decision intelligence for our customers all around the world. At Quantexa, we push the boundaries of what's possible, solving some of the most complex challenges so our customers can make the right decisions.

This level of high performance creates a deep sense of pride. A commitment to innovate fast and experiment in an ever-changing and evolving world. **It's why we have built a culture based on values and fairness.**

600+
people

14
cities

12
countries

3
continents

We're dedicated to creating and advocating an inclusive workplace where diversity of thought and freedom of action thrives, is rewarded, and belongs. One tangible way we can do that is by reducing and ultimately eliminating any gender pay gap, and we recognize this is a journey of commitment. In the last year, we've grown from 500 to over 600 people working in 14 cities across 12 countries and 3 continents. Just over half of us are based in London (our headquarters).

This is our first report for gender pay data for everyone in the UK, as we exceeded 250 employees for the first time. We want to be really transparent about all of these numbers, so we've put them here on our website for everyone to see. It also includes the specific numbers we are asked to publish on the UK government platform¹.



Our results

We've increased the representation of women at Quantexa to 23.53% in the last year.

Our median gender pay gap for everyone who works in the UK is 10.06%. We're really proud it's a lot lower than the national average of 14.9%² but we recognize the main reason our pay gap exists is that we have more men than women in senior positions of the business. We want to address this, so we've taken tangible steps to improve how we recruit, manage, and promote our colleagues.



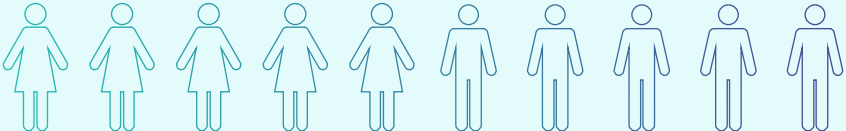
vs a national average of 14.9%

So, here's what we've done in the last year.

We've taken tangible steps to improve the gender gap in pay and promotions by building an equitable compensation philosophy and putting in place a regular cadence of structured performance conversations throughout the year. This is underpinned by our robust performance review framework which automatically considers every eligible employee for promotion as part of our year-end performance review process, unless they explicitly opt out. We've introduced our new hybrid ways of working, giving people more flexibility with how and where they work alongside our family-friendly workplace policies, such as our enhanced parental leave and nursery scheme benefit. We put a lot of emphasis on ensuring we educate, engage and celebrate our diverse workforce through open channels

for feedback and recognition. And we celebrate together dedicated awareness days that matter to our colleagues. We've joined forces with female communities in the UK tech space, like Women in Tech, and successfully achieved a 50-50 gender split in our Big Data Graduate Program for the first time. This bespoke program is designed to inspire and develop young talent, specifically encouraging more women to pursue exciting careers in science and engineering. In addition, our Quantexa Academy gives our talent all the skills they need to succeed in a digital and technical job, and our study support funds, weekly dedicated time to learn, and eLearning platform continue to foster our high-growth culture of learning.

50 - 50 gender split in our Big Data Graduate Program



We're not
stopping here.

We are committed to minimizing the gap each year, remaining transparent about our data, and being accountable for balancing the representation of women at all levels. We believe that it starts within and with equitable foundations: Together with Fair HQ, our new DEI partner, we'll continue to embed inclusive, fair, and transparent processes and practices across the entire talent journey using evidence-based insights and real data. We'll regularly audit our current processes, behaviors, and demographic representation and make meaningful changes to create equitable policies, benefits, and practices.

We'll continue to build an inclusive culture by further strengthening inclusivity practices in our day-to-day. And our new management training will help managers bring out the best in the diversity in their team. We're redesigning our hiring training to work even harder to tackle unconscious bias and focusing on attracting diverse talent through consistent hiring practices and diversity hiring initiatives. And we're not going to stop there.

We'll keep going until the pay gap is gone and everyone feels welcome, belongs, and is enabled to do their best work.

We're proud of the great culture we've built together and recognize that it's a result of the contributions all Quantexans make to create a great place to work for diverse, values-driven people. **We'd like to thank everyone who's helped us get closer to our goals: our people, talent & experience teams, our leaders, managers, and colleagues.**

See you next year!



Equal Pay vs. Gender Pay Gap - what's the difference?

The gender pay gap

indicates the difference in the average pay between all men and women in a workforce, irrespective of grade. Therefore, the gender pay gap is driven by the representation of women in our workforce across levels and roles. This includes base salary, company bonuses, commissions, option surrenders, and referrals.

Equal pay

means that men and women performing the same role receive the same pay. Equal pay for equal work has been a legal requirement in the UK since 1970, set out in the Equality Act 2010. As part of our compensation philosophy, we're committed to a gender-neutral approach to determining pay for our roles which is regularly monitored.

Our results in detail

Gender pay gap figures as of 5 April 2022

Mean gender pay gap in hourly pay

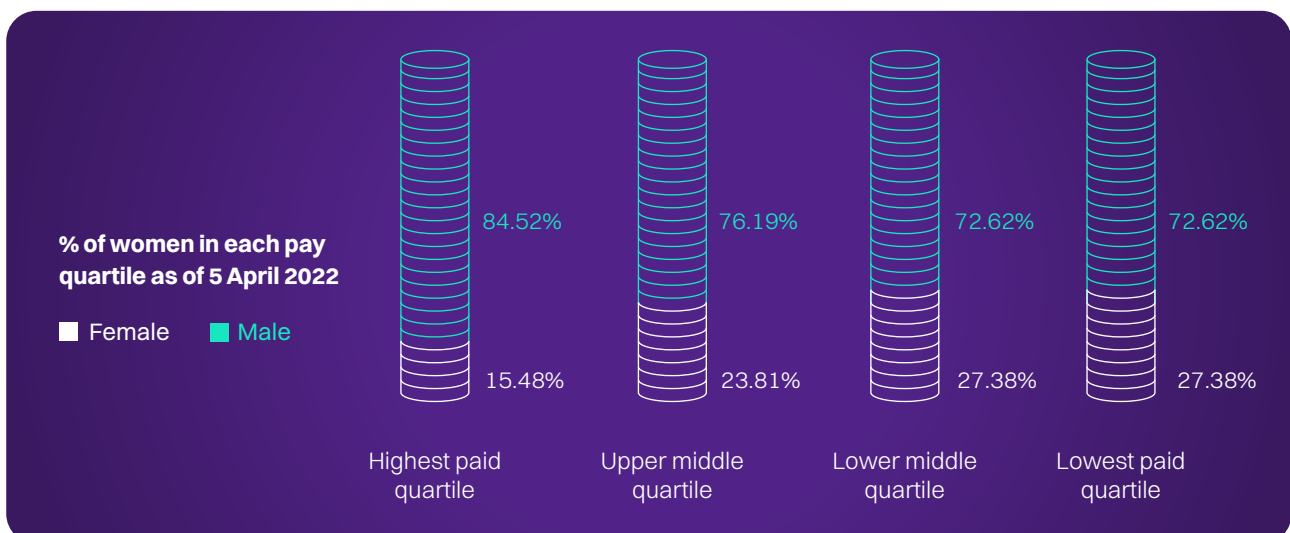
17.11%

Median gender pay gap in hourly pay

10.06%

Headcount

340



Bonus/Commission Eligibility

Bonus payments include **company bonuses, commissions, option surrenders, and referrals.**

The bonus measurement for this report only factors in eligible bonus payments for the previous financial year. This means, on the snapshot date of 5 April 2022, we calculated the bonus paid in May 2021 which reflected the previous financial year (FY21).

Between 2021-2022, the company grew 41.67%, which is why a significant number of colleagues would not have received a bonus in this reporting period. The bonus pay gap is usually driven by the opportunity for higher bonuses in the most senior grades, where the proportion of men is not in line with the overall population.

Our results in detail

Bonus gender pay gap figures as of 5 April 2022

Mean gender pay gap in hourly pay

Median gender pay gap in hourly pay

Headcount

65.18%

18.96%

340

Who received bonus pay?

57.50%
Women

62.40%
Men

Declaration

I certify that the data presented is accurate and calculated in accordance with legislative requirements for the snapshot date of 5 April 2022.



Lorraine Metcalf, Chief People Officer

¹ The UK government asks us to report the gender pay in detail for any legal UK entity (Quantexa Ltd) with over 250 people, and we have published these results on the gov.uk website. The data in this report illustrates the gender pay gap for employees across the UK based on hourly pay rates as of 5 April 2022 and bonuses paid in the 12 months ending 5 April 2022 calculated according to the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

² Office for National Statistics, ONS, 2022, November 2022 was 14.9% down from 15.1% in 2021 (14.9% in 2020) but is still below the levels seen before the coronavirus pandemic in 2019 (17.4%).

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