



At Pod Point we celebrate the unique mix of individuals that make up our amazing team. We recognise the value that diversity of thought, skills and experiences can bring and we're committed to fostering an environment where every member of our team can thrive and contribute to our mission.

In order to do that we need to take positive action, using data and feedback to inform policies, processes and targeted initiatives that promote a fair and equitable people experience. Once such measure is the gender pay gap.

What is the Gender Pay Gap?

Under the UK Government's Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees need to report their gender pay gap. The gender pay gap shows the difference in the average earnings of men and women across an organisation, regardless of their roles or industry sectors. The statistics can be affected by a range of factors, including the different number of men and women across all roles right across the workforce. The gender pay gap is different from equal pay. 'Equal pay' is about men and women receiving equal pay for the same jobs, similar jobs or work of equal value. Equal pay for equal work across male and female employees has always been central to our beliefs, and we are confident that we have sufficient review processes in place to make this happen.

Under the regulations there are two ways to measure the pay gap

- 1. Median pay gap:** The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between pay for the middle woman compared to the middle man.
- 2. Mean pay gap:** The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within a company.

Pay Gap Analysis

Women ● Men ●

Relevant Employees
(at 5th April 2024)

31.6% of all our employees are female, a small increase from 31.2% in 2023.



Hourly Pay Gap

When comparing median hourly pay at a total company level, women earn **88.2p for every £1** earned by men. That means our median pay gap has increased from **11.3% in 2023** to **11.8% in 2024**. This indicates that there's a slightly larger disparity in pay between genders at the middle point of the salary distribution. This was driven by an increase in highly paid males in the organisation.

There was a more notable change in the mean gender pay gap where we have seen a **decrease to 8.2% from 13.2% in 2023**. This means that based on average hourly pay women earn **91.8p for every £1** earned by men.

Median Pay Gap



Mean Pay Gap



Bonus Pay Gap

Of our overall team, **41% of women received a bonus** payment vs 54% of men. This is an increase from 22.5% in 2023 meaning that we have more women in roles that are eligible for bonus.

We've seen an increase in both measures of the bonus pay gap. The median bonus gap has increased from **-171% to 27.5%** and the mean bonus gap increased from **-24% to 9.2%**.

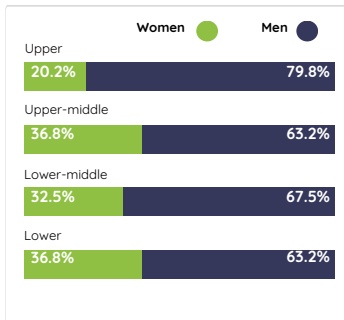
Median Bonus Gap



Mean Bonus Gap



Percentage of Women in each Pay Quarter



This is an important measure for Pod Point as we aim to increase the gender diversity of our business, specifically in leadership roles. Using salary paid in at 5th April 2024, we divide up our total employee base into four equal parts (quartiles), we can then see the gender pay gap between the four different salary groupings.

Through 2023/2024 we have seen increases in the number of women in our upper-middle and lower-middle quartiles. This paired with the reduction in the number of women in the lowest quartile shows internal mobility of women into higher paid positions as well as more new hires into these middle quartiles.

We have also seen a reduction in the number of women in our upper quartile. This can be attributed to an increase in the number of men in our most senior positions and highest paid roles.

Key Facts 2023/2024

In summary, we've seen our total number of women increase slightly to 31.6%, with more women in all pay quartiles, with the exception of the highest, due to the hiring of men into some of our most senior positions.

Bonus eligibility for women increased by 18.5% to 41% however our mean and median bonus pay gaps both show increases, 9.2% and 27.5% respectively.

Our median pay gap increased slightly to 11.8% from 11.3% and we saw good progress on the mean pay gap reducing to 8.2% from 13.2%.

Bonus Eligibility

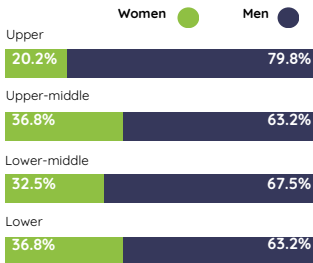


Men
54%



Women
41%

Pay Quartile Breakdown



Hourly Pay Gap

11.8%

Median Pay Gap
↑ 11.3% in 2023

8.2%

Mean Pay Gap
↓ 13.2% in 2023

Bonus Pay Gap

27.5%

Median Bonus Gap
↑ -171% in 2023

9.2%

Mean Bonus Gap
↑ -24% in 2023