



Gender Pay Gap Report 2023

Data has been calculated according to the requirements of the **Equality Act 2010** and **Gender Pay Gap Information Regulations 2017**.



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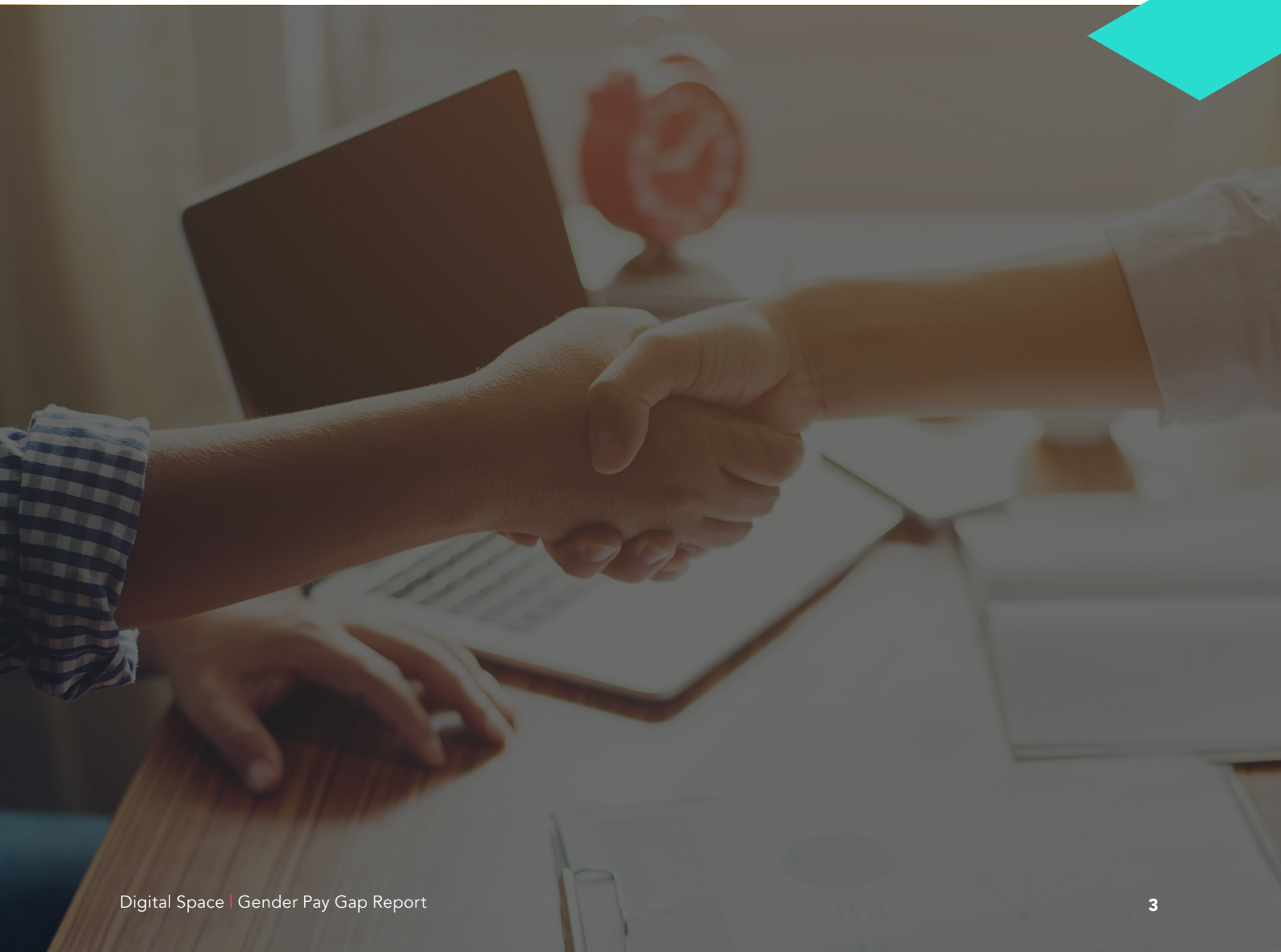
Introduction



At Digital Space, our dedication to **enhancing gender diversity** within our organisation remains a high priority. Encouraging a diverse and motivated workforce remains a primary focus of our overarching people strategy at Digital Space.

Alongside assessing culture and engagement, prioritising ongoing development for our colleagues is integral to fulfilling our organisational vision, strategy, and objectives. Moreover, in our pursuit of closing the Gender Pay Gap, Digital Space prioritises achieving pay parity for comparable roles, emphasising both recruitment and retention efforts.

In addition, we recognise the significance of embracing flexibility and integrating various approaches to work in order to enhance work-life balance and improve our attraction strategy. We appreciate both the advantages of remote working and the importance of on-site collaboration for fostering creativity, productivity, and performance. By incorporating flexibility into our recruitment strategies and work methodologies, we can effectively attract a diverse range of talents, thereby providing equal opportunities for all genders.



5th April 2023 Data

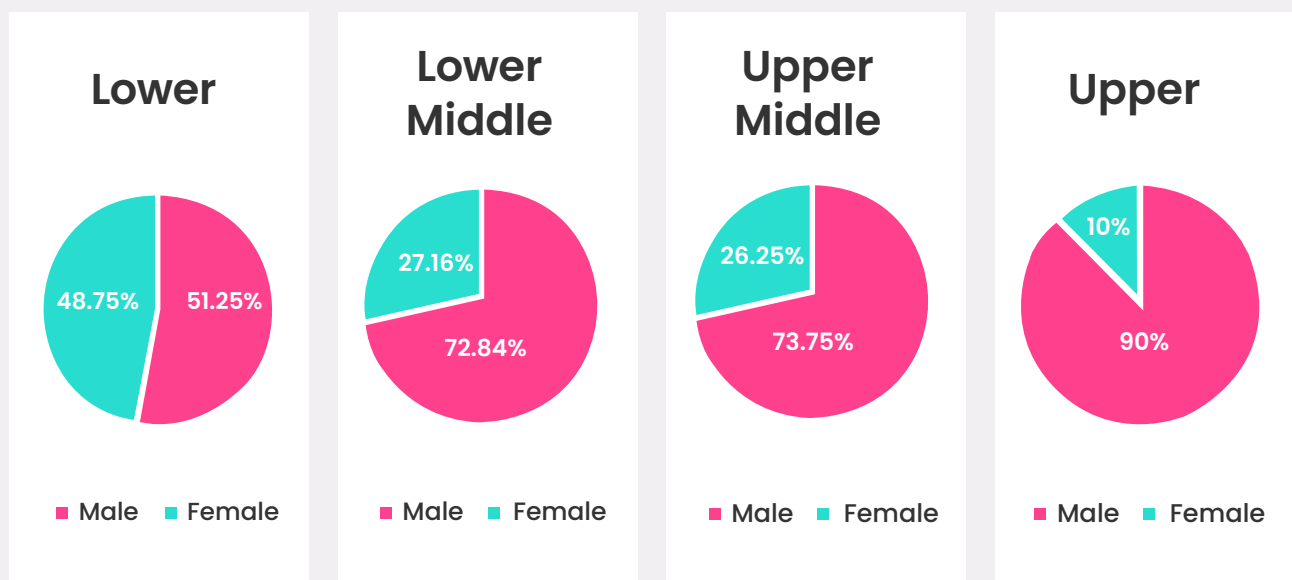


The total number of employee records calculated for the purpose of the 2022 to 2023 data is 321 with the gender profile at Digital Space remaining somewhat stable from previous years, with a 72% male and 28% female split.

During 2022-23 our mean pay gap increased and is now 33% (compared with 27.8% in 2021-22), furthermore our median gap has also increased to 36.9% from 34.5% in the previous year.

Pay Quartiles

The figures demonstrate the proportion of males and females in each pay quartile, with an average total of 80 colleagues per quartile.



We have seen the largest reduction of females in the upper quartile (10% from 13.8% in the previous year) and the highest increase of females in the upper middle quartile (26.25% from 23.8% in the previous year). For reference, the number of females in the lower quartile (currently 48.75% from 51%) and lower middle quartile (currently 27.16% from 31%) have also reduced from the previous year.

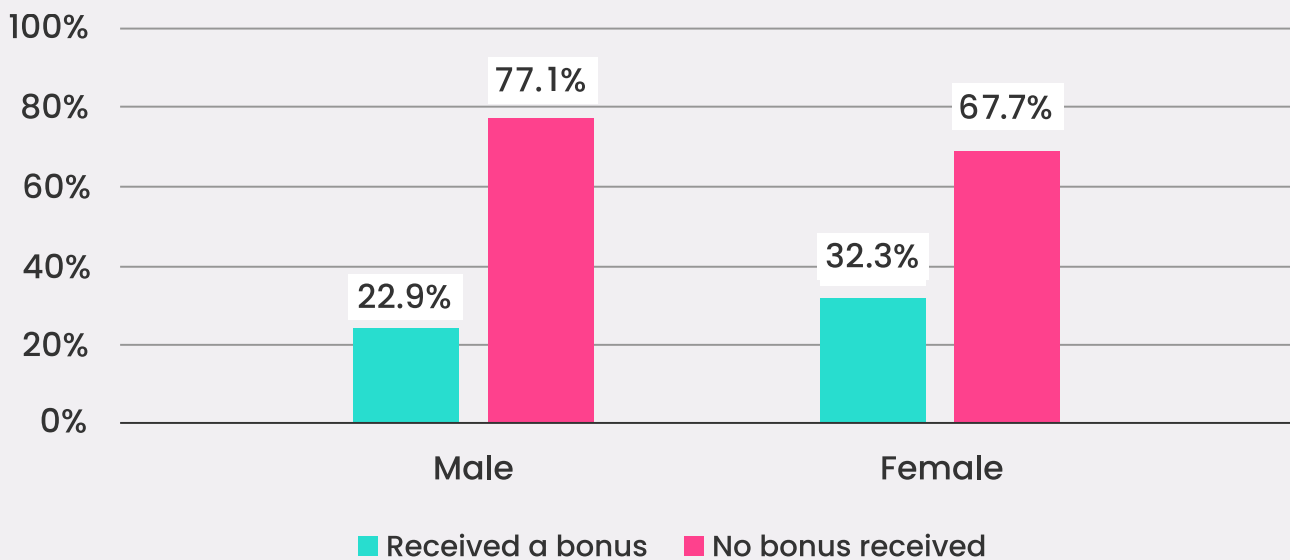
Our gender pay gap data is primarily impacted by proportion of males outweighing the number of females in each quartile due to the overall ratio split, and due to the size of our organisation, small changes to our colleague profile can have a significant impact. Upon analysis, the data shows that the female percentage decreases as we move up through the pay quartiles, which demonstrates that the majority of our female colleagues are employed in the lesser paid roles, which in turn will have a direct impact on the Gender Pay Gap mean and medium figures.

Gender Pay and Bonus Gap



Difference Between Male and Female Colleagues	Mean 2023	Mean 2022	Mean 2021	Median 2023	Median 2022	Median 2021
Gender Pay Gap	33%	27.8%	24.8%	36.9%	34.5%	37.8%
Gender Bonus Gap	89.6%	71.8%	73.1%	46.8%	40.5%	67.1%

Proportion of Employees Receiving a Bonus



During 2022-23, the standard company bonus scheme and policy was applied and impacted a small portion of colleagues due to the criteria of their role.

How We Will Make a Difference to Closing the Pay Gap



Annual Pay Review

We proactively commit to reviewing our salaries as part of the annual pay review exercise to ensure fair and competitive pay across the organisation, whilst ensuring comparable pay within roles.



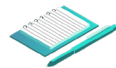
Professional Development

We commit to the ongoing training and development of our colleagues, with a priority focus on our current and upcoming leaders, with the view of supporting the growth of our own.



Attraction & Retention

We commit to evaluating our recruitment strategies for the purposes of enhancing diversity and inclusion. Our objective is to facilitate optimal opportunities for both internal and external candidates to showcase themselves at their best for any role.



People Focussed Agenda

We commit to regular reviews of our internal policies, procedures, and benefits portfolio with the people at the forefront, and a further focus on supporting a diverse workforce.

This gender pay gap report is calculated on the pay as of 5 April 2023, as well as bonuses paid between 6 April 2022 and 5 April 2023. The data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Neil Muller
Chief Executive Officer



Daryl Paton
Chief Financial Officer



Digital Space delivers **progressive digital solutions** that enable organisations to transform at pace.

Focused on leading change for their customers, the team provides connected, productive and secure platforms to maximise data, improve workflow and accelerate growth.



Head Office Brunel Business Park, Jessop Close, Newark, Nottinghamshire NG24 2AG
Call: 0333 220 0222 hello@digitalspace.co.uk www.digitalspace.co.uk