

The logo for PHD, consisting of the lowercase letters 'p', 'h', and 'd' in a bold, white, sans-serif font. The background of the entire slide is a dark, blurred photograph of a woman with her back to the camera, looking towards a man in a meeting setting. A coffee cup with a red straw is visible in the lower right corner.

phd

04/2024

PHD Global – Gender Pay Gap Report 2023



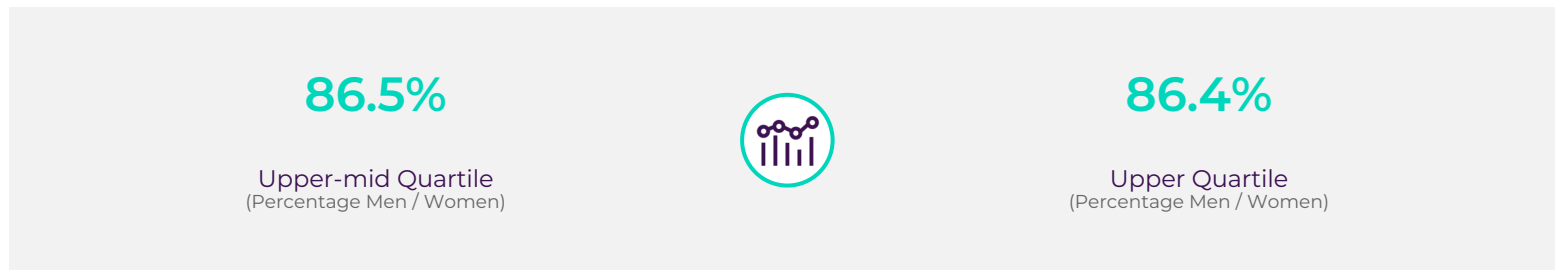
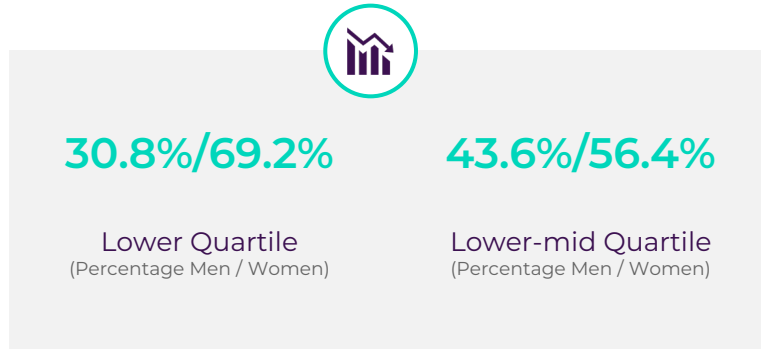
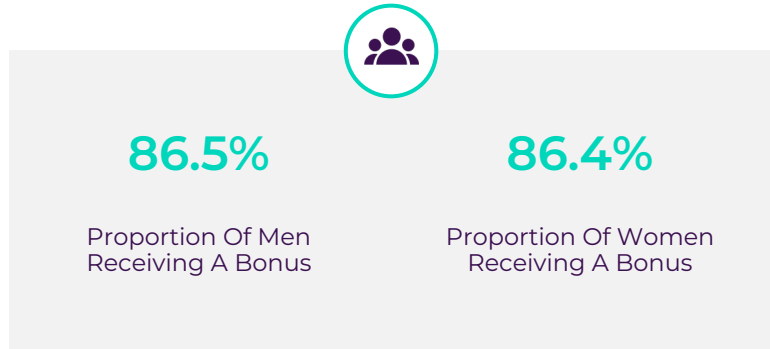
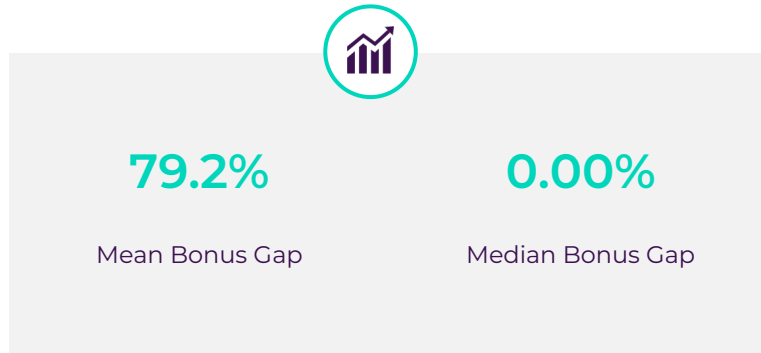
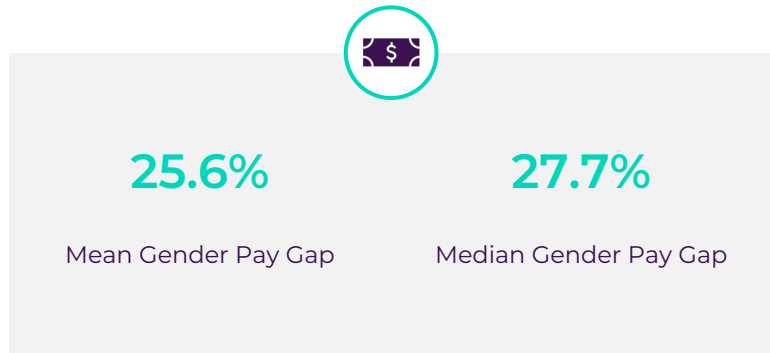
What's the Gender Pay Gap?

Under legislation that came into force in April 2017, all UK employers with 250 or more employees must publish a series of gender pay gap statistics.

Is it the Same as Equal Pay?

No, Equal Pay is a legal requirement since 1970s to pay men and women equally for the same or similar work. The gender pay gap looks at the differences in pay of men and women, not taking into account their different roles or seniority.

What are PHD Global’s statistics?



The gender pay gaps and quartiles are calculated from pay during the period that includes the “snapshot date” of 5 April 2023.

Bonus gaps are calculated from all bonuses paid in the 12 months leading up to the snapshot date, 5 April 2023 i.e.: 6th April 2022 – 5th April 2023.



What is Causing the Mean & Median Gender Pay Gaps?

Although our business has a roughly equal proportion of men and women (around 55% of our employees are women), they are not spread equally. Women occupy disproportionately more of our lower paid roles (69.2% of these are held by women) and much fewer of our highest paid roles (38.0% of these are held by women).

Many of the women in our lowest quarter are employed in **entry level roles**. In fact, more than a third of all women are employed in roles of this level (36.3%) compared to just over a fifth of all men (22.7%). Additionally, women are underrepresented in the more senior level roles; of all men at PHD, 39.6% are in **Manager roles or above**, but just 23.3% of all women in our workforce.

If we can retain and support the careers of these women so that they can reach more senior and higher paid roles, our gender pay gaps will reduce. We must focus on retention and progression of our existing female talent, while also ensuring that we can bring more women into our most senior roles as they become available. Women must be just as likely as men to apply for – and be successful in – roles at PHD Global.

What are we Doing to Address the Gaps?

As an equal opportunities' employer, we firmly believe in appointing the best candidate for the role, regardless of their gender or other factors. We are committed to continue to look at how we can attract more senior women into our organisation to create a more even gender balance at every level at PHD Global. To do this, we deploy a number of strategies:

We use gender neutral advertising.

We advertise all senior roles as being available on a flexible and part time basis by default.

We use structured interviews.

We ensure there is at least one woman on every shortlist.





We know the impact that parenthood can have on careers. Because of this, we give additional benefits for new parents through enhanced Maternity, Shared Parental Leave and Paternity financial packages, including return to work bonus. This helps ensure that, at PHD Global, 87.5% of women are continuing in their careers 12 months after returning from maternity leave.

We continue to explore smarter ways of working, whether this is core hours or 3:2 hybrid work/office working or working at our clients' business or with partners at their offices.

DECLARATION

I confirm the statistics reported above are accurate and have been calculated in line with relevant legislation.

A handwritten signature in black ink, appearing to read 'Toby Hack'.

PHD International LTD t/a PHD Global Business

Toby Hack
CEO PHD EMEA