



AIMING FOR BALANCE

Gender pay gap report 2023



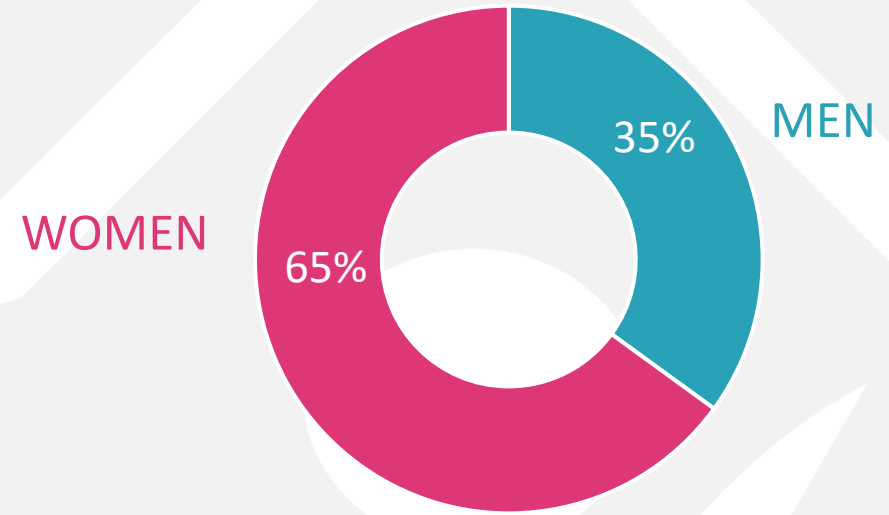
What's the Gender Pay Gap?

Unlike equal pay, which refers to paying a man and a woman the same amount for the same/similar work (it's the law and all employers must observe it), the gender pay gap is the difference in average pay between men and women in an organisation. It's the result of gender imbalance — having more women in junior roles or fewer women in senior roles — relative to men. This means having a pay gap is likely to persist until organisations have fair representation of men and women at every level.

What's Sensée's Gender Pay Gap?

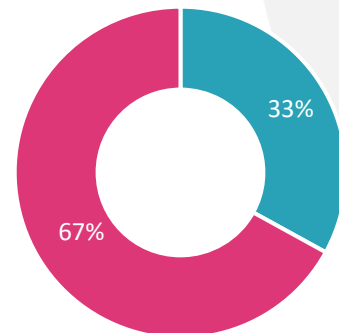
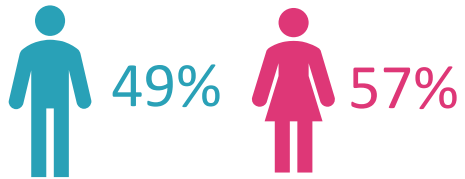
	PAY GAP	BONUS GAP
Mean	7.7%	30.6%
Median	0.0%	-2.4%

EMPLOYEES BY GENDER

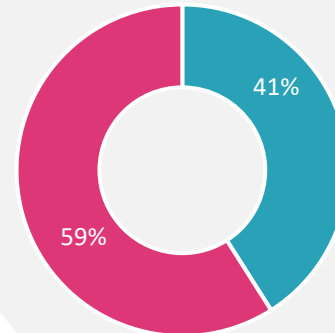


PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE

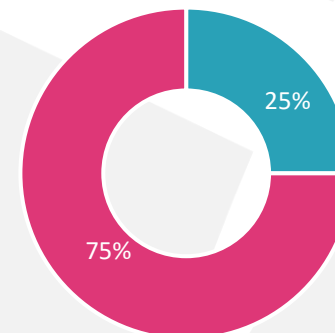
EMPLOYEES WITH BONUS PAY



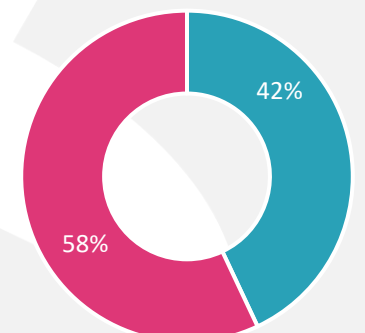
Lower



Lower Middle



Upper Middle



Upper



At the UK average and want to do much more

Based on the calculation guidelines provided by the Government, our mean gender pay gap is 7.7% in 2023, down from 9.4% in 2022 and from 15.5% in 2021. At 0%, our median gender pay gap has also decreased year on year. So, the good news is that we've improved further, and we are well below the UK average of 14.3%.

What have we done to improve so far

We've hired more women in middle and senior positions, including in IT and R&D which are notoriously male orientated.

This approach, combined with a cultural change which means that more men are joining us as home-based advisors to benefit from the flexibility and work-life balance we offer, has help with closing the mean, median and bonus gender pay gaps.

However we still have a mean gender pay gap due to the higher concentration of men at the senior management level (particularly among Chiefs and Senior Leadership roles).

Interestingly, the number of women employees in our Upper and Upper Middle Quartiles is matching our company average of 62%.

How we'll improve further

To improve further we will continue to work on making our most senior roles more appealing to women, including at board level. We aim to bring in senior roles more women over the next couple of years as the business expands.

It may take us another few years to completely close the gender pay gap, but as part of our continued commitment to improvement, we'll continue to work hard and focus on it.

We confirm that the data in this report is correct.

Brigitte Gratton
Chief People Officer

Steve Mosser
Group Chief Executive Officer