

# Gender Pay Gap Report

GFT UK

Snapshot date 5th April 2025

# Introduction

This summary presents our Gender Pay Gap results on the snapshot date, 5th of April 2025. We are committed to creating a fair, inclusive workplace where everyone has equal access to opportunities, progression, and reward. Publishing our data each year helps us track our progress and remain accountable for meaningful change.

## Gender Pay Gap challenges

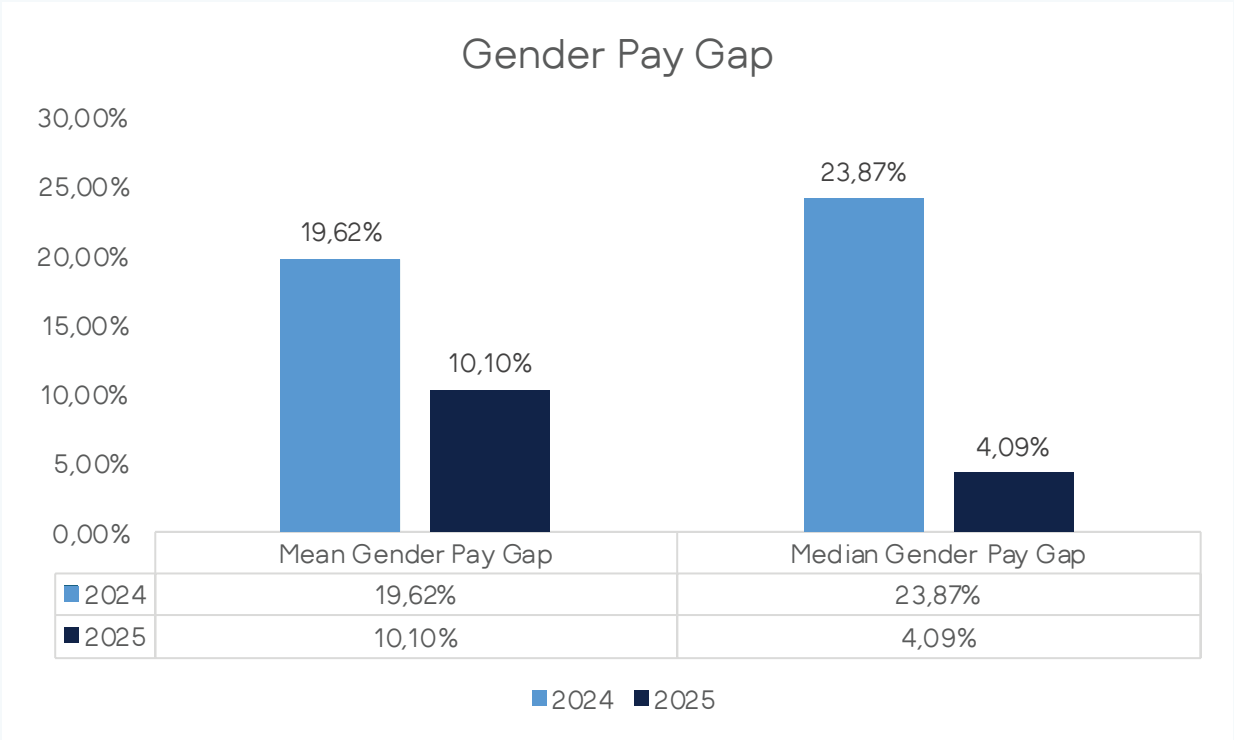
It should be noted that gender pay is an **equality measure that shows the percentage difference between the average hourly earnings for men and for women** and this is different from equal pay, where men and women doing the same or broadly similar work must be paid the same.

More widely across most industries, more men than women occupy a greater proportion of senior level roles. It is clear from our research that we, like many similar organisations predominantly focused on technology services, have a gender pay gap. There is no single reason for GPG differences within an organisation, since it is a complex area and various factors can influence the outcome. Every organisation is unique in the make-up of its individual workforce.

Therefore, some of the **complex factors that can have an impact on creating a gender pay gap might include:**

- **Many high-paying sectors are disproportionately made up of men.** This is particularly true within the information and communications technology area in which GFT operates
- **Historically, women have been less likely to progress up the career ladder into high-paying senior roles**
- **A higher proportion of women may choose occupations that can offer less career progression and financial reward, such as support and administration roles**
- **A higher proportion of women may tend to work part-time.**

# Key Metrics Overview

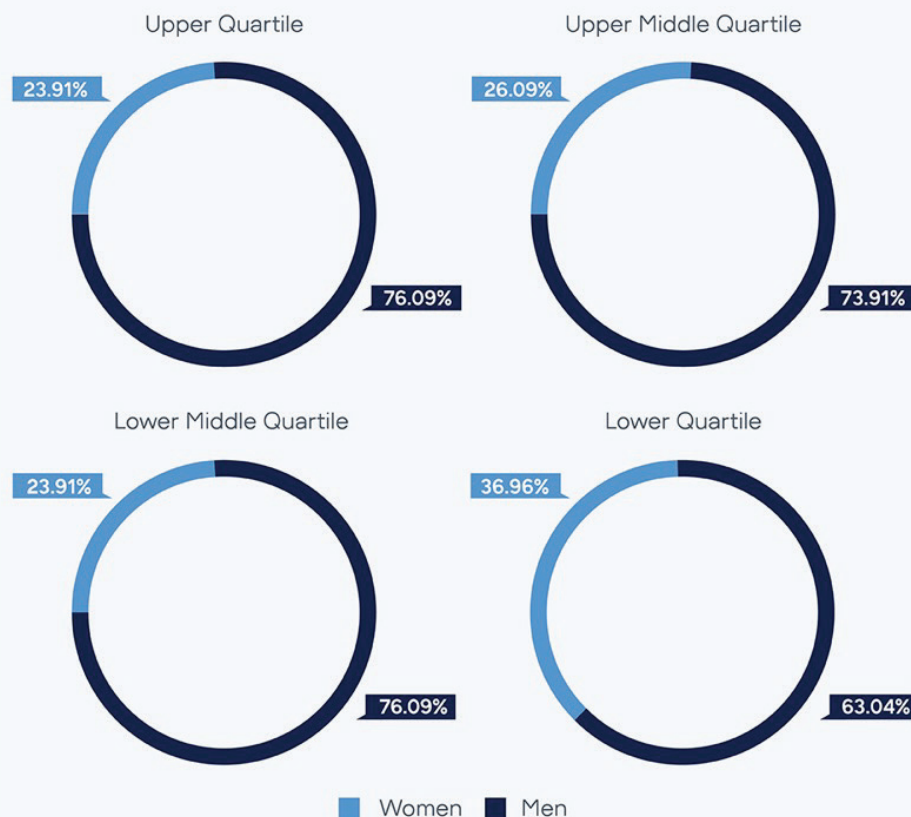


In the 2025 reporting period, we saw a significant reduction in our gender pay gap. Our mean gender pay gap decreased from 19.62% in 2024 to 10.10%, and our median gap reduced from 23.87% to 4.09%. These results reflect meaningful progress toward building a more balanced and inclusive organisation.

Part of this improvement is linked to substantial restructuring as we continue our embracing of being an AI centric company. This evolution has reshaped parts of our workforce and created new opportunities for innovation, skills development, and future focused roles. While the restructuring contributed to the scale of the headcount reduction, our commitment to long term equity and representation remains central to our strategy.

As we move forward, we are focused on ensuring that our journey toward becoming an AI driven organisation goes hand in hand with creating a workplace where everyone can thrive. We are investing in inclusive pathways into emerging roles, supporting continuous learning, and ensuring that access to opportunity grows alongside our technological ambitions.

# Proportion of men and women in each pay quartile



Quartiles are calculated by ranking all employees' hourly pay from highest to lowest and dividing the list into four equally sized groups. Each quartile shows the proportion of men and women within that pay band.

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Our workforce is predominantly male, reflecting a broader trend across the technology sector. Women make up 24% of employees in the highest paid quartile, compared with 76% men. In contrast, women represent 37% of employees in the lowest paid quartile, with men making up 63%.

The proportions of men and women in both the upper middle and lower middle quartiles are the same.

# What we've Been Doing — and Continue to Do — to Improve Our Gender Pay Gap

We care deeply about building a fair, inclusive workplace, and we continue to commit to meaningful actions that reduce our Gender Pay Gap. We use collaborative hiring practices, including diverse interview panels and ensuring a strong, balanced selection of candidates for every role. We have been courageous in challenging traditional pipelines by actively recruiting and promoting women across the organisation, and we are exploring creative ways to attract more women into our highest paying quartiles.

We are also focused on nurturing and developing our internal talent. Our leadership development initiatives help strengthen leadership capability and build self awareness, supporting the retention of our top performers. We provide unconscious bias training, a clear Company Core Framework, and ongoing professional development to ensure everyone has the opportunity to grow.

Our benefits offering is comprehensive, and we regularly review our pay and grading structures to ensure they remain fair and aligned with market standards. In addition, our job evaluation system provides a robust and objective framework for assessing roles and responsibilities, helping to reduce parity issues and reinforce consistency across the organisation.

## Let's Go Beyond: Leading With Care, Courage and Collaboration

We believe that a fair and inclusive culture doesn't happen by chance — it happens through leaders who **care**, who **commit**, and who work **collaboratively** to remove barriers. We are taking **courageous** steps to improve representation in our highest-paid roles and investing in **creative** development opportunities that help all employees grow.

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When I think about our future, I see innovation and inclusion as inseparable. One cannot thrive without the other. Closing the gender pay gap is essential if we want to build the diverse, future-focused teams that will define our next chapter. This isn't just a business priority for me — it's a belief in the kind of company we are becoming.

– Andy Nelson, UK CEO

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