



Employer Statement on Pay Gap

Introduction

At Occupli Limited, we are committed to fostering equality and inclusion in the workplace, we have undertaken a thorough examination of our pay data. This statement aims to outline our view on the reasons for any identified pay gap within our organisation and to describe the measures we are implementing to address it.

Our View on the Reasons for the Pay Gap

Our analysis of the pay data has revealed a pay gap that, while not indicative of unequal pay for equal work, reflects a range of factors influencing overall earnings across our workforce. The primary reasons for the pay gap within our organisation include:

- **Representation at Senior Levels:** There is a lower proportion of women in senior and highly paid roles compared to entry-level and mid-level positions.
- **Occupational Segregation:** Certain departments and roles, for example Engineering roles that traditionally attract higher salaries have a higher concentration of male employees.
- **Flexible Working Patterns:** A greater number of female employees make use of part-time or flexible working arrangements, which can impact overall earnings and career progression opportunities.
- **Career Breaks:** Employees who take career breaks, particularly for parental leave or caregiving responsibilities, may experience slower progression to senior roles.

Measures Being Taken to Address the Pay Gap

We are committed to reducing and ultimately eliminating the pay gap. To this end, we have implemented and are continuing to develop a range of measures, including:

- **Talent Development and Mentoring:** Launching leadership development and mentoring programmes aimed at supporting underrepresented groups to progress into senior roles. These programmes will provide guidance, networking, and skill development opportunities.



- **Transparent and Inclusive Recruitment Processes:** Our recruitment processes will be reviewed and refined to eliminate bias. We will ensure job advertisements, interview panels, and selection criteria promote gender diversity at all levels of the company.
- **Equal Opportunities for Progression:** We will establish clear, objective criteria for promotions and career development, ensuring that all employees have equal access to advancement opportunities.
- **Unconscious Bias Training:** We will provide ongoing training for all staff, especially those involved in recruitment, performance reviews, and pay decisions, to raise awareness of unconscious bias and its impact on workplace equality.
- **Flexible Working Policies:** Expanding flexible working options and supporting all employees, regardless of gender, to balance work and personal responsibilities without detriment to their career progression.
- **Parental Leave and Support Policies:** We will review and enhance our parental leave and support policies, ensuring they are robust, accessible, and encourage shared parental responsibilities.
- **Return-to-Work Support:** Providing structured support for employees returning from career breaks, including training, mentoring, and phased reintegration plans.
- **Regular Pay Audits:** Conducting annual pay audits to monitor progress, identify emerging issues, and ensure continued compliance with equal pay legislation.
- **Employee Engagement and Feedback:** We will create channels for employees to provide feedback and contribute to our gender equality initiatives, ensuring that our actions are informed by the real experiences of our workforce.

Accountability and Continuous Improvement

Progress towards closing the gender pay gap will be regularly reviewed by our senior leadership team, and targets will be set to drive continuous improvement. We will also benchmark our performance against industry standards and best practices.



Conclusion

We recognise that closing the pay gap is an ongoing journey that requires sustained effort and cultural change. We believe that closing the gender pay gap is not only the right thing to do but also essential for our company’s success. We are committed to transparency, accountability, and continuous improvement as we work towards a more equitable workplace for all employees.

Headcount of relevant employees on snapshot date, 30th June 2025.	81	
The difference between the mean hourly remuneration of all employees of the male gender and that of all employees of the female gender expressed as a percentage of the mean hourly remuneration of all employees of the male gender.	38.5%	
The difference between the median hourly remuneration of all employees of the male gender and that of all employees of the female gender expressed as a percentage of the median hourly remuneration of all employees of the male gender.	39.7%	
The difference between the mean hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender.	53.5%	
The difference between the median hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender.	49.9%	
The difference between the mean hourly remuneration of temporary employees of the male gender and that of temporary employees of the female gender expressed as a percentage of the mean hourly remuneration of temporary employees of the male gender.	61.3%	
The difference between the median hourly remuneration of temporary employees of the male gender and that of temporary employees of the female gender expressed as a percentage of the median hourly remuneration of temporary employees of the male gender.	61.3%	
	Male	Female
The percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were paid bonus remuneration.	20.5%	4.8%

The difference between the mean bonus remuneration of all employees of the male gender and that of all employees of the female gender expressed as a percentage of the mean bonus remuneration of all employees of the male gender.	12.0%	
The difference between the median bonus remuneration of all employees of the male gender and that of all employees of the female gender expressed as a percentage of the median bonus remuneration of all employees of the male gender.	4.0%	
The respective proportions of all employees who fall within each quartile for hourly remuneration:	Male	Female
(i) Lower Quartile	28.6%	71.4%
(ii) Lower Middle Quartile	30.0%	70.0%
(iii) Upper Middle Quartile	50.0%	50.0%
(iv) Upper Quartile	85.0%	15.0%