

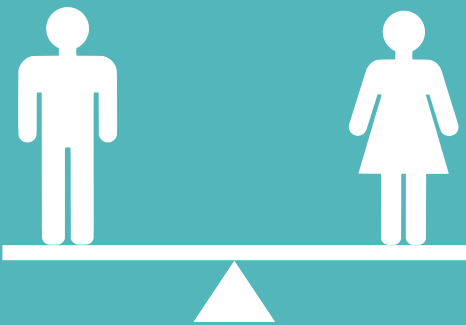
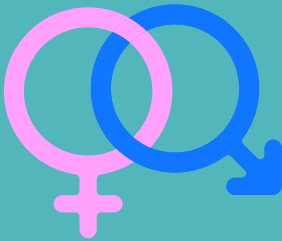
Gender Pay Gap TestReach



01

Bonus

8% of females receive bonus compared to **4% of males** in the organisation.



Pay Gap Mean Bonus 92%

Pay Gap Median Bonus 73%

The significant gap in bonuses is largely due to the inclusion of commission within the data. This reflects the structure of our Sales and Customer Experience teams, which are predominantly female.

02

Benefit In Kind

24% of males receive BIK compared to **22% of females**.

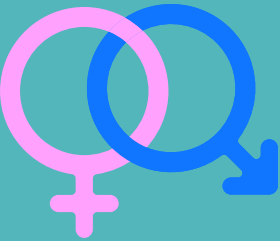
03

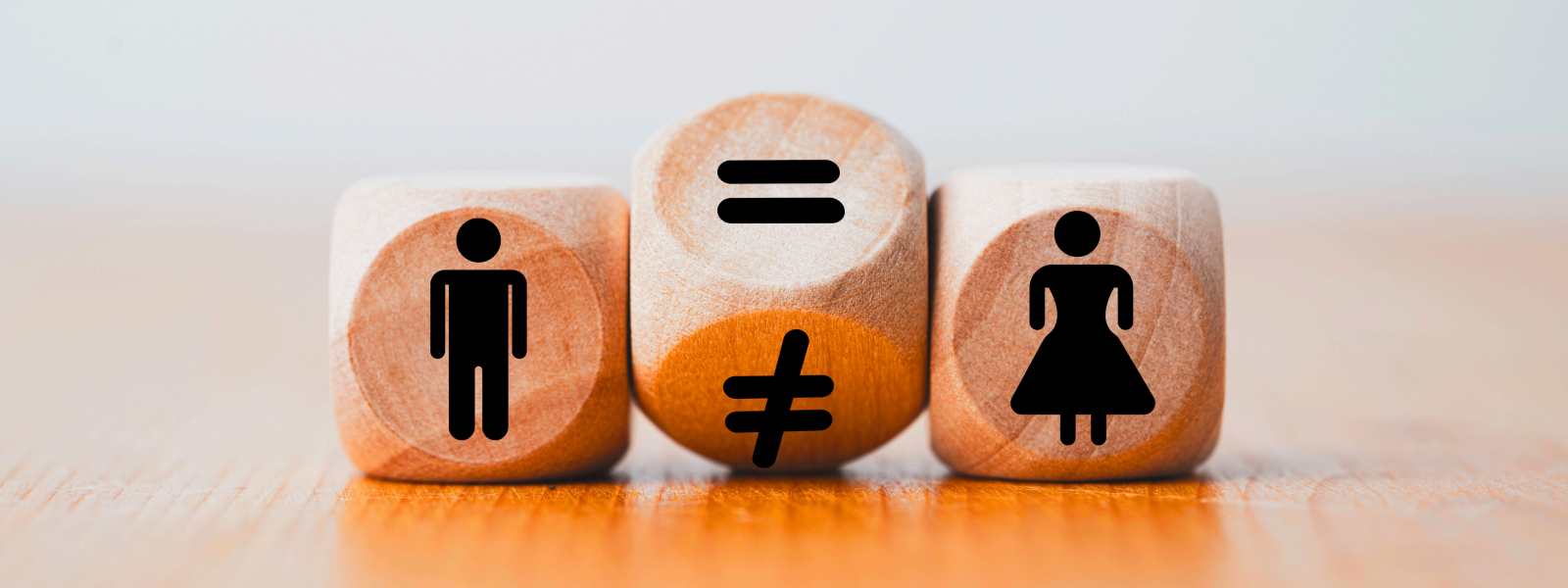
Pay Gap in Hourly Pay: Based on 78 Females & 50 Males

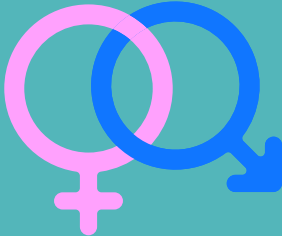

Quartile	Male	Female
Upper Quartile	40%	60%
Upper Middle	29%	71%
Lower Middle	50%	50%
Lower Quartile	38%	62%

Salary discrepancies between quartiles can be accounted as follows:

- There is a higher proportion of females employed at TestReach.
- Commission and bonus payments influence salaries in the upper and middle quartiles, where the majority of employees are female.
- The fact that females make up to 62% of the population in the lower quartile accounts for the gender ratio in the roles as all employees in this quartile are paid the same rate.





<div>04</div>	<div>Mean Hourly Pay</div> <div>In the data below, positive numbers represent instances where women earn more than men, while negative numbers represent instances where men earn more than women.</div> <div><div>10% Gender Pay Gap</div><div>7% Gender Pay Gap Part Time Staff</div><div>0% Gender Pay Gap Temporary Staff</div></div>
<div>05</div>	<div>Median Hourly Pay</div> <div>In the data below, positive numbers represent instances where women earn more than men, while negative numbers represent instances where men earn more than women.</div> <div><div>0% Gender Pay Gap</div><div>-2% Gender Pay Gap Part Time Staff</div><div>0% Gender Pay Gap Temporary Staff</div></div> <div></div>
<div>06</div>	<div>Improvements</div> <div>TestReach is proud to champion women in the workplace. The company is led by two female CEOs, with diversity and inclusion at the heart of its core values. While TestReach celebrates its progress, it also recognises that there is always room for improvement. To continue promoting equality and balance, the company plans to introduce the following initiatives:</div> <div><ul style="list-style-type: none">• Gender-Blind recruitment policies to ensure fairness and reduce unconscious bias.• Transparent promotion criteria that are clearly defined and communicate what’s required for advancement.• Family-friendly policies, including flexible parental leave, to support a healthy work–life balance for all employees.• Regular pay equity audits reviews annually to ensure fair and consistent pay across genders and roles.• Continue to support flexible working options, such as remote, hybrid, and flexible-hour arrangements.</div> <div></div>