

GENDER PAY GAP REPORT 2020

At AdEPT our workforce remains pivotal in enabling us to continue to deliver the company's strategic objectives. AdEPT is firmly committed to diversity and inclusion. We are a business focused on creating a culture that is inclusive where all employees have the opportunity to succeed. We believe that our approach to diversity and inclusion needs to enable us to continue to attract the best talent, assist with building effective teams and deliver the highest levels of customer service.

This report sets out the gender pay gap information based on 291 relevant employees at the reporting date in April 2020. As a result of the strategic growth of the group through acquisition we have seen an increase in headcount since the date of this report, however, as seen across the tech sector, one of our biggest challenges remains that of hiring women into senior roles and therefore male employees continue to make up much of that workforce.

This is the first time that the Group has reported gender pay and whilst there is no quick fix, it demonstrates the continued need to focus on eliminating barriers for all of our employees to fulfil their potential. This challenge is not unique to AdEPT, but for the tech industry as a whole and we will continue to work with our staff and stakeholders to address the gender balance and monitor progress against the gender pay gap reporting requirements.

Some of the initiatives that have already been introduced since the relevant reporting date to support improvements for the benefit of our workforce and to help make progress against the gender pay gap are as follows:

- Introduction of mandatory unbiased training for hiring managers and inclusive recruitment processes
- Development of an internal development programmes to encourage internal promotion within our existing employee base
- Establishment of the Employee Communication Forum to improve communication between the employees and the senior management team
- Introducing Employee Assistance Programme supporting the mental health and well-being of our employees
- Annual performance and development reviews to identify areas for training and development alongside discussing with staff their aspirations

We continue our commitment to working with staffs and stakeholders to address the gender balance. Our plan is to evolve, bring focus on diversity and inclusion, talent acquisition processes in line with our people strategy and the growth of the business.

Our UK Gender Pay Gap Reporting for 2020 below sets out the details of our gender pay gap.

Pay quartiles

	April 2020
Upper quartile	10%
Upper middle	27%
Lower middle	39%
Lower quartile	32%

Gender pay and bonus gap

	April 2020	
	Mean	Median
Pay gap	41%	21%
Bonus gap	4%	-78%

Proportion of females and males receiving a bonus

	April 2020
Females	35%
Males	11%

As part of our Environmental, Social and Governance (ESG) strategy we are committed to promoting pay equality across the group. These include transparent policies and processes which are underpinned by fair pay principles. Further details of the AdEPT ESG policy and approach can be found on the company website, in particular with reference to Goal 5 for gender equality and women's empowerment.

Statutory Declaration

I confirm that the data and information presented are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

John Swaite

Chief Financial Officer, Adept Technology Group plc
5 October 2021