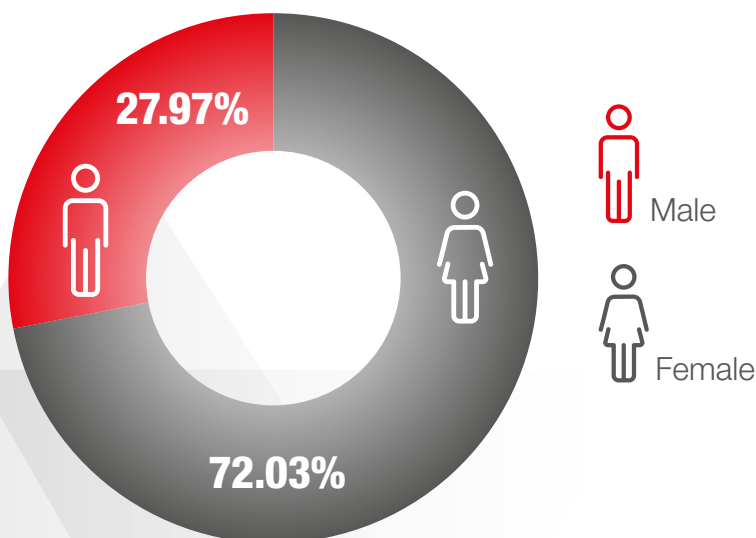


# Gender Pay Gap Report 2021

At HIT Training Ltd (HIT) we are committed to continuously improving our diversity and inclusion and providing equal opportunities for all our employees. We continue to remain committed to our workforce by providing an environment with a range of development opportunities, an extensive benefits package, family friendly policies and a flexible working approach that allows space for lifestyle adjustments. We offer salary sacrifice schemes to all our employees that support this.

The gender pay gap shows the difference in average pay between women and men in all roles within our organisation. At the time of the snapshot date our payroll comprised of 454 employees, of which 127 were male and 327 were female. This represents a 27.97% male and 72.03% female gender split (2020 figures: 28.13% M, 71.87% F, 2019 figures: 28.17% M, 71.83% F, 2018 figures: 29.6% M, 70.39% F, 2017 figures: 30% M, 70% F). However, due to the pandemic only 37 employees are full pay relevant employees which represents 8.15% of our workforce. The remaining 91.85 % of our workforce were furloughed with the use of the government Coronavirus Job Retention Scheme (CRJS) without a top up to full pay, and therefore do not meet the gender pay gap reporting requirements. This has impacted greatly on our gender pay gap result, showing 0% overall median between male and female pay, although this median percentage is a positive result and what we aim for in the future, it is not a realistic result of our workforce pay and can not be compared to previous years.



Divisions of HIT Training Ltd.



# Gender Pay Gap Report 2021

## Gender Pay Gap:

Average	2021	2020	2019	2018	2017
Median	<b>0%</b>	4.00%	3.00%	2.22%	6.16%
Mean	<b>89.94%</b>	12.84%	11.70%	11.67%	13.33%

## Proportion of males and females by quartile:

Quartile	Gender	2021	2020	2019	2018	2017
Lower	Female	<b>90.00%</b>	80.00%	78.70%	76.86%	78.04%
	Male	<b>10.00%</b>	20.00%	21.30%	23.14%	21.96%
Lower Middle	Female	<b>56.00%</b>	70.99%	72.97%	71.07%	73.98%
	Male	<b>44.00%</b>	29.01%	27.03%	28.93%	26.02%
Upper Middle	Female	<b>78.00%</b>	72.09%	65.14%	70.25%	69.35%
	Male	<b>22.00%</b>	27.91%	34.86%	29.75%	30.65%
Upper	Female	<b>56.00%</b>	64.34%	69.09%	63.33%	57.72%
	Male	<b>44.00%</b>	35.66%	30.91%	36.67%	42.28%

## Bonus pay:

Median bonus pay amounts are equal across male and female recipients, as everyone within HIT is eligible to receive a bonus, from employee referral schemes through to performance related bonuses. There remains a disparity in the mean bonuses received and this remains reflective of the fact that our sales roles attract the greatest opportunity to receive bonuses, of which 100% are female incumbents. Again, we want to highlight

that throughout a large part of 2021 the company was utilising the CJRS to support the financial health of the company and help retain our employees' jobs throughout the pandemic. For this reason, performance bonuses, commission and recruitment were frozen and therefore, the figures below do not show an accurate reflection of our normal bonuses schemes.

## Mean and median Gender Bonus Pay Gap:

Average	2021	2020	2019	2018	2017
Median	<b>44%</b>	0.0%	0.0%	0.0%	-40.0%
Mean	<b>-347%</b>	-59.60%	-23.8%	-58.2%	-150.5%

## Proportion of males and females with bonus pay:

Gender	2021	2020	2019	2018	2017
Female	<b>64.52%</b>	63.6%	81.8%	70.4%	13.2%
Male	<b>35.48%</b>	61.9%	79.4%	71.9%	12.5%

# Gender Pay Gap Report 2021

## The Future:

We continue to ensure that we offer equal opportunities as well as a fair deal and a diverse benefits package that contributes to recruiting, engaging and retaining the right people at all levels to deliver HIT's organisational objectives. We offer development opportunities at all levels within the business to help people become the best they can. We remain committed to:

- ▶ Continually assess our recruitment practices and utilise technology and assessment techniques to attract and recruit the best candidates from all backgrounds.
- ▶ Have a gender neutral approach to determining pay within our roles. Salaries are monitored for equity and transparency.

- ▶ Work with our employees through evolving development programmes to enable progression in the direction that they wish to take.
- ▶ Continue facilitating a flexible approach to work, whereby many individuals are responsible for their own diary further enabling their work life balance.
- ▶ Review of the bonus schemes and commission structures to ensure validity and appropriateness.
- ▶ Continue to review our policies within the workplace to ensure support and retention of our people.

**The data in this report is accurate and in line with government reporting regulations.**



Divisions of HIT Training Ltd.

