

# Pluxee UK Gender Pay Gap Report 2024



**Gender pay equality is not just a matter of fairness; it is an essential step towards building a society where everyone has equal opportunities to thrive and succeed.**

## **Introduction**

Gender equality is a key part of our culture at Pluxee. We are incredibly proud of our people's **commitment** to understanding the **diversity** of each other and the benefits this can bring to our organisation.

We have a **commitment** and a **plan** to ensure that through education, communication with each other and a consistent and focus we can continue to **close our Gender Pay Gap**.

Our plan has continued to drive a **sustainable reduction** in our Gender Pay Gap.

Through a combination of diligent efforts and a **collective commitment** to equality, we have continued to see tangible **progress** in promoting **fairness** and **inclusivity** whilst **sustainably reducing** our **gender pay gap**.

At Pluxee UK, we firmly believe that every employee should be valued and rewarded equitably for their skills, expertise, and contributions, regardless of gender. Recognizing the importance of bridging the gender pay gap, we embarked on an ambitious journey to drive meaningful change within our organization. I am delighted to report that our efforts have yielded positive results.

While we are pleased with the progress we have made, we understand that our journey toward full gender equality is ongoing. We remain committed to continuous improvement, with an unwavering focus on reducing the gender pay gap even further. Our commitment extends beyond mere compliance with legal requirements – we strive to create an environment where all employees thrive and are rewarded equitably.



Thomas Nash, Senior HR Business Partner

# Clarity on our calculations

With regards to the findings in this report, we have calculated Pluxee UK's gender pay gaps using the methodology as required legislatively for publishing gender pay gaps.



**Mean Gender Pay Gap** The mean gender pay gap is the difference in the average hourly pay for women compared to men, within a company.

**Median Gender Pay Gap** The median represents the middle point of a population. If you lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate for the middle woman compared to the middle man.

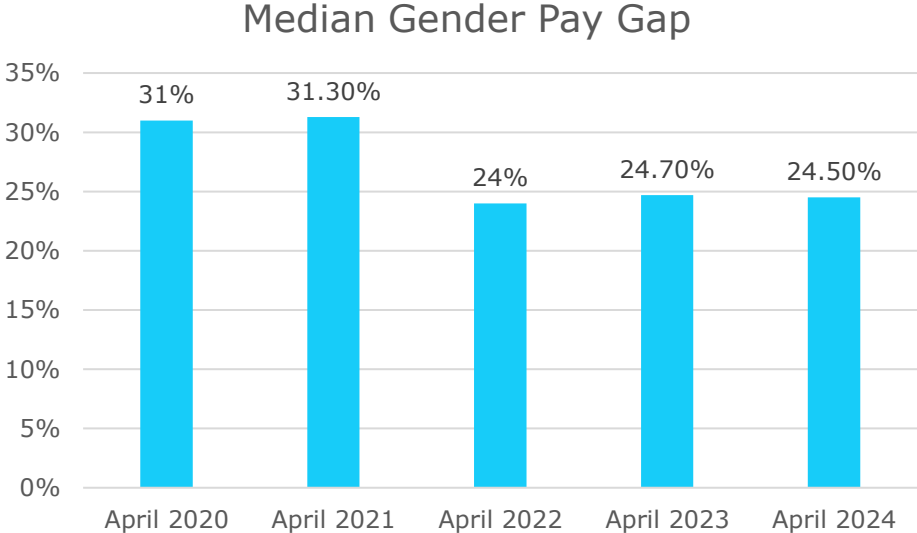
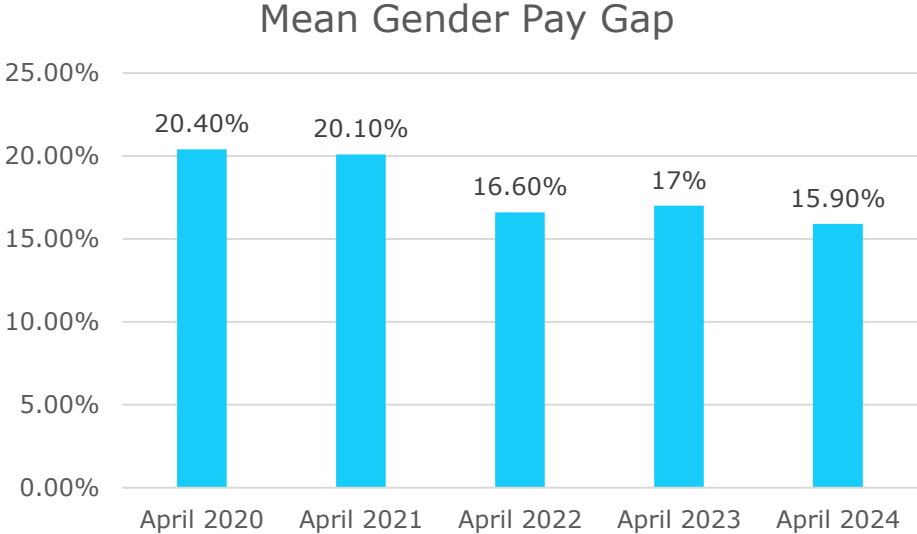
**Mean Bonus Pay Gap** The mean bonus pay gap is the difference between the bonus earnings for women compared to men who received a bonus, within a company

**Median Bonus Pay Gap** The median bonus pay gap is the difference between the midpoints in the ranges of bonus earnings for women compared to men who received a bonus, within a company

# Pluxee UK's overall pay gap data

Mean Gender Pay Gap	2024	15.90%
	2023	17.03%
	2022	16.60%
	2021	20.10%
	2020	20.40%
	2019	29.03%

Median Gender Pay Gap	2024	24.50%
	2023	24.70%
	2022	24.00%
	2021	31.32%
	2020	31.00%
	2019	34.16%



# Pluxee UK's overall bonus gap data

<b>Mean Gender Bonus Gap</b>	2024	32.30%
	2023	36.19%
	2022	27.14%
	2021	54.90%
	2020	45.80%
	2019	67.18%

Our bonus gap is driven by a variance in the value of bonus eligibility for roles with a high commercial impact which attract higher salaries than the average salary at Pluxee UK.

<b>Median Gender Bonus Gap</b>	2024	21.70%
	2023	26.74%
	2022	-171.95%
	2021	72.10%
	2020	16.10%
	2019	27.58%

Bonus within Pluxee UK includes cash bonuses, share incentives, commission and vouchers (recognition).

## A view of employee gender representation across the organisation

The difference in male and female employees within the upper quartile of pay is impacted by the proportion of male employees in commercial roles which has an impact on pay. We are really encouraged by our gender diversity across all leadership roles and can use the focus we have placed on this area to drive the same representation across the whole organisation.

### By Gender

Upper	Male	57%
	Female	43%
Upper Mid	Male	26%
	Female	74%
Lower Mid	Male	44%
	Female	56%
Lower	Male	33%
	Female	67%

For us, gender diversity is not just about pay, it is about ensuring equal representation at all levels in the organisation.

We are really proud to have a very balanced leadership team which provide representation across genders for our people. Particularly ensuring that we have all colleagues having access to a gender balanced management team to support the success and diversity of our business.

Organisation hierarchy	% of female employees	% of male employees
Country Leadership Team (Executive Committee)	57%	43%
Senior Leadership Team (CLT + Senior Leaders)	44%	56%
Total company	60%	40%



# Our Gender Pay action plan

## Ensuring leadership team is engaged and held accountable

Establish targets to increase the representation of female individuals in management

Develop scorecard to track and measure progress

Continue to train all employees across the business on gender issues

---

## Supporting the attraction, development and growth of our people

Review of attraction, development, and progression policies and processes

Equal gender representation at all stages of the recruitment process

Review career pathways, creating opportunities into management and leadership roles

Identifying internal talent pools with a specific focus on female talent prior to commencing any external recruitment

---

## Elevating the voices of our people

Profiling (role models) and networking opportunities for female employees

Storytelling lived experiences – enabling a 'safe space' culture for dialogue and positive intent

Education / learning programmes

## Our targets

Measure	Target	Current performance
Reach 50% representation of women in leadership roles by 2025	50%	44%
Reach 50% representation of women in all roles in the business by 2025	50%	60%
Ensure 100% of our employees work for gender balanced management teams	100%	100%
Reach a Gender Pay Gap of 10% by 2025	10%	15.9% (April 2024)