

GENDER PAY GAP 2024

OLIVER

Pay Data

DIFFERENCE IN HOURLY DATA

MEAN

Women's mean hourly rate is **6.8%** lower than men's

MEDIAN

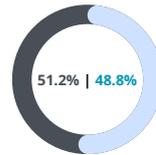
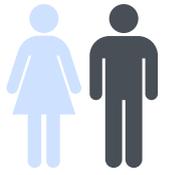
Women's median hourly rate is **0.9%** lower than men's

When comparing mean hourly rates, women earn 93.2p for every £1 men earn

When comparing median hourly rates, women earn 99.1p for every £1 men earn

PAY QUARTILES

The image below shows the gender distribution at Oliver when colleagues are placed into four equally sized quartiles based on pay



Quartile 1



Quartile 2



Quartile 3



Quartile 4

Proportion of male and female staff in quartiles

BONUS DATA

BONUS PAY GAP

MEAN

Men's mean bonus pay is **61.5%** higher than women's

MEDIAN

Men's median bonus pay is **38%** higher than women's

PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



Proportion of women receiving a bonus payment

21.2%



Proportion of men receiving a bonus payment

23.1%

MEASURING THE GAP

The gender pay gap shows the difference in average pay between women and men. Positive measures (percentages with a '+') indicate how much women earn, on average, less per hour than men. Negative measures (percentages with a '-') indicate the extent to which women earn, on average, more per hour than men.

The gender pay gap does not measure equal pay, which relates to how much women and men are paid for the same or similar jobs or work of equal value.

The Group currently employs approximately 1,150 people across five businesses in Great Britain, including the legal entities not covered by the regulations. This year we report separately for each entity covered by the regulations and exclude those with fewer than 250 employees.

In this report, as required by the regulations, we disclose the median and mean (average) pay gaps between men and women's hourly pay and bonuses.

CLOSING THE GAP

Oliver has been measuring the gender pay gap for eight years, exploring annual opportunities for improvement.

In 2024, there has been no increase in the mean pay gap from the previous year. Oliver Marketing mean pay gap remains lower than the national average reported by the Office for National Statistics (13.2%). The median gender pay gap stands at 0.9%, indicating near parity between genders. Our mean bonus pay gap at 61.5%, continues to improve, reducing in favour of women from 65.3%, while the median bonus pay gap has shifted to 38%, reflecting a more balanced distribution of bonuses.

Our Strategy Focuses On:

- Fair Compensation: Ensuring all employees receive a Living Wage that surpasses the National Minimum Wage, providing young professionals with equal starting pay.
- Empowering Women: Expanding mentorship programs for women, including specialised support for those returning from maternity leave, enabling a seamless career transition.
- Equal Advancement: Actively monitoring HR initiatives to ensure women are promoted at the same rate as men, fostering equitable career progression.

These initiatives reinforce our commitment to building an inclusive and equitable workplace.

Christina Herrmann
Global Chief People Officer OLIVER & IIG