



# Gender Pay Report 2023



Produced February 2024



This report details the gender pay gap reporting requirements covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations require companies with more than 250 employees to publish information on their gender pay gap. The below snapshot is from 5th April 2023.

It's crucial to clarify that gender pay gap reporting differs from equal pay reporting. While equal pay ensures parity for the same work irrespective of gender, gender pay gap reporting examines variations in bonuses received and average hourly rates between men and women across the entire company.

At Innserve, we proudly uphold pay equity for similar roles regardless of gender, as evidenced by our "100% Eligible for Bonus" metric. Our incentive programs are accessible to all employees, reinforcing our commitment to fair compensation beyond baseline remuneration.

Acknowledging our gender pay gap underscores the need to attract more women into technical roles, notably in Technician and Technical Support positions. While women in these roles receive equitable compensation, we aspire to cultivate a more gender-balanced workforce. Our strategic initiatives through 2026 prioritise diversity and inclusion, exemplified by increased female representation in senior leadership over the past year.

As a leader in the drinks dispense sector, Innserve strives to be an inclusive workplace where every individual can thrive authentically. Our dedication extends to fostering flexibility, such as hybrid work arrangements and part-time roles, to enhance work-life balance for all colleagues.

To effect meaningful change in our industry, we're committed to dismantling barriers and creating opportunities for everyone to excel at Innserve. Our goal is to make our company a diverse, fulfilling environment where every individual can build a rewarding career.

I confirm the accuracy of the Gender Pay Gap data presented in this report, compiled in accordance with regulatory standards.

A handwritten signature in black ink, appearing to read "J. Knight".

**James Knight**  
**Chief Executive Officer**



## Gender Balance April 2023

Workforce split between males and females.

Male 78.3%

Female 21.7%

Role	Female	Male
Customer Service and Planning	73.2%	26.8%
Technician and Technical Support	2.9%	97.1%
Supply Chain	6.3%	93.8%
Other Business Support	36.8%	63.2%

## Base Pay

Difference between male and female's hourly rates of pay, expressed as a percentage of the male's hourly rate.

	Mean	Median
Pay Gap	14.4%	11.7%

Overall pay range divided into quartiles and split between percentage of males and females in each quartile.

Quartiles	Female	Male
Lower Quartile	28.6%	71.4%
Lower Middle Quartile	39.5%	60.5%
Upper Middle Quartile	3.8%	96.2%
Upper Quartile	11.4%	88.6%

## Bonus

Difference between male and female's bonus and incentive payments, expressed as a percentage of the male's payments.

	Mean	Median
Bonus Gap	11.98%	26.1%

Eligible for Bonus



100% of Males

Received Bonus



77.4% of Males



100% of Females



91% of Females

