

The logo for floodid, featuring the word "floodid" in a white, lowercase, sans-serif font. Below it, in a smaller font, is "a GLORY company". The logo is set against a bright cyan circular background that has a soft, glowing effect.

**floodid**  
a GLORY company

# Gender Pay Gap Report

2019



computing  
Women in IT  
Excellence  
Awards  
2018  
Shortlisted





# | Declaration

I confirm the accuracy of the data we have reported and that we are continuing to work to maintain or improve our current gender pay gap figures.

This is our third annual Gender Pay Gap Report. It provides data from Flooid Ltd (previously The PCMS Group Ltd) which covers 334 people.

As we reported in last year's Gender Pay Report, Flooid Ltd is committed to recruiting, developing, promoting and rewarding individuals based on their abilities. We recognise the importance of creating opportunities which are available to everyone and are still intent on making Flooid a great place to be for talented, dedicated individuals who are passionate about delighting our customers.

We are also committed to paying men and women equally for equivalent work.

We have been continuing to work on addressing any imbalance and have been trying to attract and develop more females into what has traditionally been a male dominated industry.

Our mean gender pay gap was 5% in 2018 and is now -0.91% in 2019, we believe this is due to our continued commitment to developing our employees, and changing our working practices to grow a talented, capable workforce.

**Martyn Osborne**  
Chief Executive Officer | EMEA

# What is the gender pay gap?

The gender pay gap is the difference between the average of the total earnings paid to male and female employees in the organisation. This is different from equal pay which is paying the same salary for the same work.

The mean gender pay gap is the difference between the mean hourly rate of pay of male and female employees.

The median gender pay gap is the difference between the median hourly rate of pay of male employees and the median hourly rate of pay for female employees.



# How does Flooid perform?

Mean pay gap

**-0.91%**

**Our Mean pay gap is -0.91%**

This means that the average of the total earnings paid to our male employees is 0.91% lower than the average of the total earnings paid to our female employees.

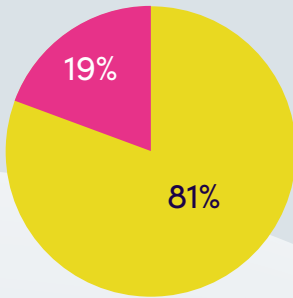
Median pay gap

**-0.96%**

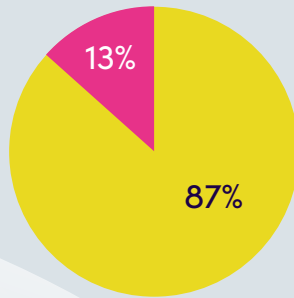
**Our Median pay gap is -0.96%**

This means the median hourly rate paid to our female employees is 0.96% higher than the median hourly rate paid to our male employees.

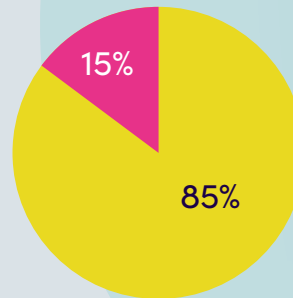
# Pay quartiles



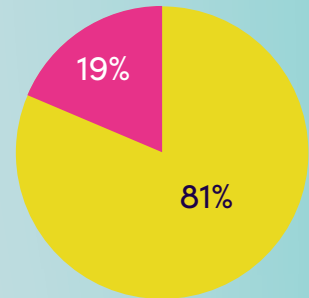
Lower quartile



Lower middle



Upper middle



Upper

# Bonus pay

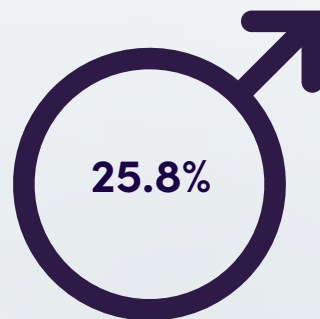
In 2019, approximately 29% of all employees received a 'bonus' as defined by the gender pay bonus guidelines. Bonuses are paid based on individual performance, as commission for sales generation and as an incentive for recommending new employees to the business.

More females than males received a bonus in 2019. Almost 51% (50.9%) of female employees in scope for gender pay reporting are in the Upper Middle and Upper quartiles and it tends to be the employees in the higher quartiles who receive bonuses.

The mean bonus pay gap is 20.63%. This shows the average of all bonuses paid to female employees is 20.63% lower than the average of all the bonuses paid to male employees.

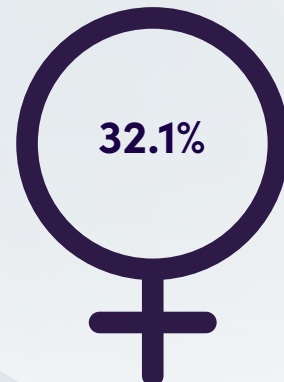
The median bonus pay gap is 14.29%. This shows that the midpoint bonus for males was 14.29% higher than the bonus midpoint for females.

The bonus figure for male employees is distorted by commission payments paid to an all-male sales team.



Men  
25.8% were paid a bonus

Women  
32.1% were paid a bonus





# Explaining our gender pay gap

As in 2018, our 2019 gender pay gap is lower than the UK average, and now shows a minus figure which means our gender pay gap is in favour of females.

The main reasons for the change in our gender pay gap are:

During the period between the 2018 and 2019 gender pay gap report, we recruited a number of females into senior positions in the business, this is also demonstrated in the quartiles, where the percentage of females in the highest quartile is up by 3.3% from 2018.

As with many other technology companies, we can only recruit from the talent that is available to us. In the UK there continues to be fewer females than males graduating in core STEM subjects (science, technology, engineering and mathematics) which means there are fewer females available for these roles. We will therefore continue to have a larger proportion of males than females in the business as a whole and particularly in our technical roles.



# Why gender pay is important to us

We believe that by having a diverse workforce, we can offer our customers the most innovative solutions, drawing in creativity and ideas from a variety of backgrounds, genders, ethnicities and other demographics. Therefore, we are committed to continuing to diversify our organisation and maintain the innovation and ingenuity that are company is formed upon.

We recognise we will need to continue to work on a number of initiatives to maintain our current pay gap results and also to encourage more females into Flooid.

- We have continued to extend flexible ways of working across the business. We have introduced a mentoring scheme, to enhance the skills of all our employees. This scheme will be accessible to both genders, however, we want to ensure our senior females in the business are mentors to all.
- We are introducing skills development programmes for Managers and Employees to help individuals to fulfill their potential
- We are encouraging our female role models to work with others in the business, supporting and mentoring them
- We are continuing to work with schools, colleges, training providers and universities to develop apprenticeships, undergraduate and graduate schemes. Our aim is to encourage more young people, and particularly females, into technology related careers by identifying and building closer working relationships with a wider pool of universities to ensure we are recruiting from as wide a talent pool as possible.
- Following our employee engagement survey in 2018, all departments have improvement action plans based on employee feedback. We have worked closely with departments to create action plans for improvements to the Company. We monitor and update these regularly to ensure we are continuing to make Flooid a better place to work.





**UK & EMEA**

Ingenuity House  
Bickenhill Lane  
Birmingham B37 7HQ

+44(0)24 7669 4455

[marketing@flood.com](mailto:marketing@flood.com)

**Americas**

4270 Glendale Milford Rd  
Cincinnati, OH 45242

+1 833 915 0305

[marketing@flood.com](mailto:marketing@flood.com)