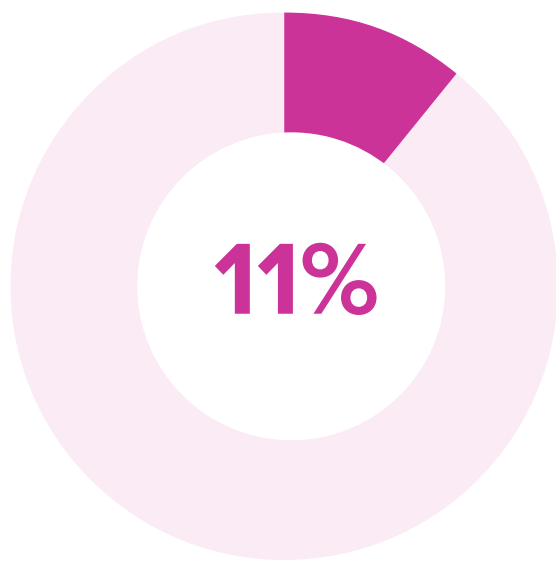
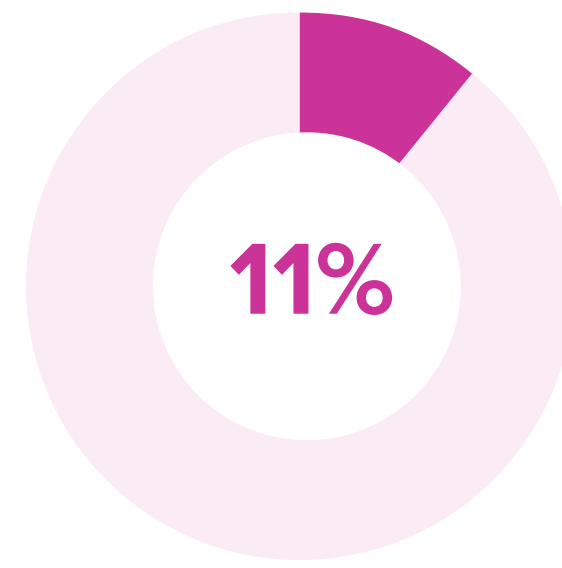


GENDER PAY GAP

Six Degrees
Snapshot FY22



Our **mean pay gap** is now 11%



Our **median pay gap** is now 11%

18% of our female new starters in FY22 were in the highest paid salary bracket.

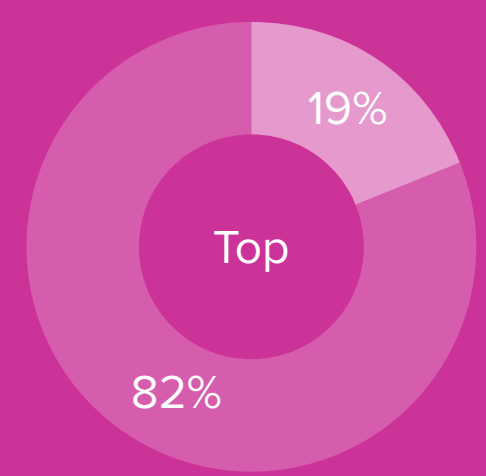
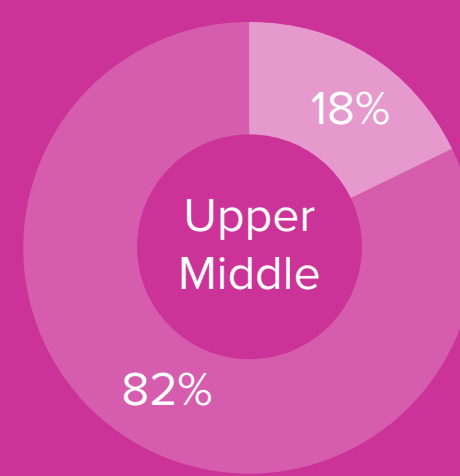
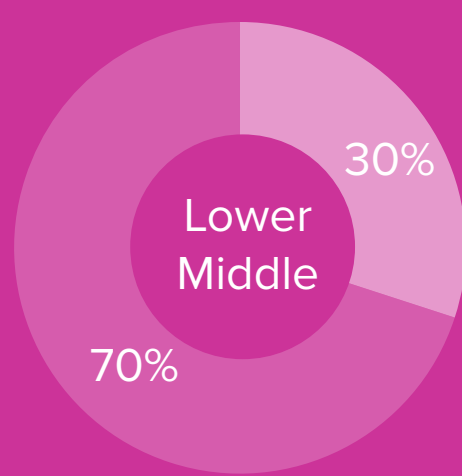
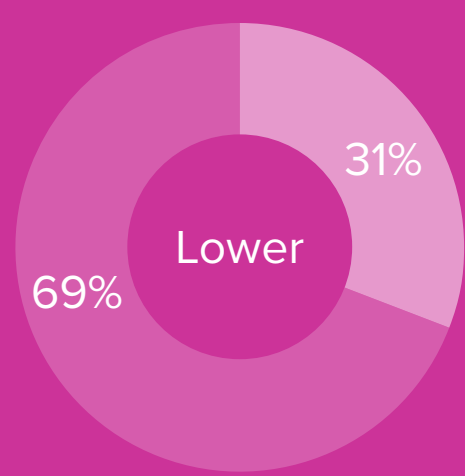
We operate a range of reward schemes to recognise and reward individual, team and organisational achievement. The mean difference between male and female bonus and commission earnings in FY22 was **67%**. However, our median difference was **-8%**.



The proportion of employees receiving a bonus or commission payment in FY22 increased to 55% for females and 43% for males, compared to 14% for both females and males the previous year.

We are delighted to see an increase in the proportion of employees receiving a bonus payment. The majority of our commission payments were to males, which is the main driver behind our mean bonus gap.

● Male ● Female



We continue to see a positive change moving towards a more evenly distributed population across our pay quartiles. The majority of our male starters in FY22 were in the lowest paid bracket, and female representation in this pay quartile has decreased to 32% (compared to 39% in FY20).



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