

## Darwin Technologies Ltd gender pay gap report

# 2021

All UK organisations which employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority.

benefits that truly benefit





## Mean and Median Pay Gap

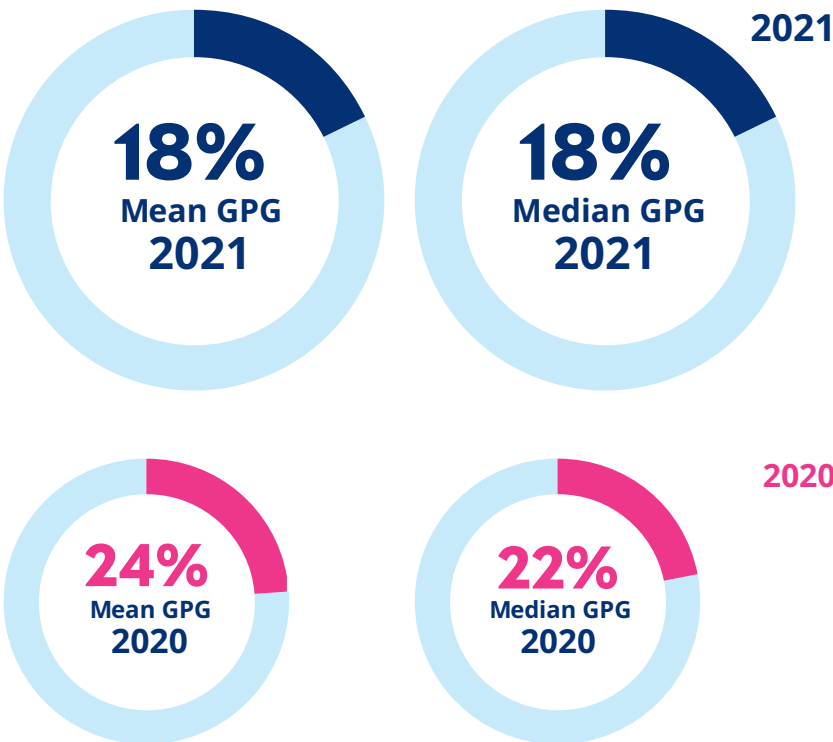
Darwin's 2021 mean pay gap is 18%. This is a reduction of 6% year on year (from 24% in April 2020) and a massive 13% since we first published our gap in 2017. We have achieved this through sustained leadership, tangible actions and focus from the whole business.

Our median pay gap for 2021 is 18%, over a 4% decrease on 2020. This demonstrates that we are seeing better gender balance in our recruitment with more women joining the company in roles where they were previously underrepresented—areas such as technical, sales and leadership roles.

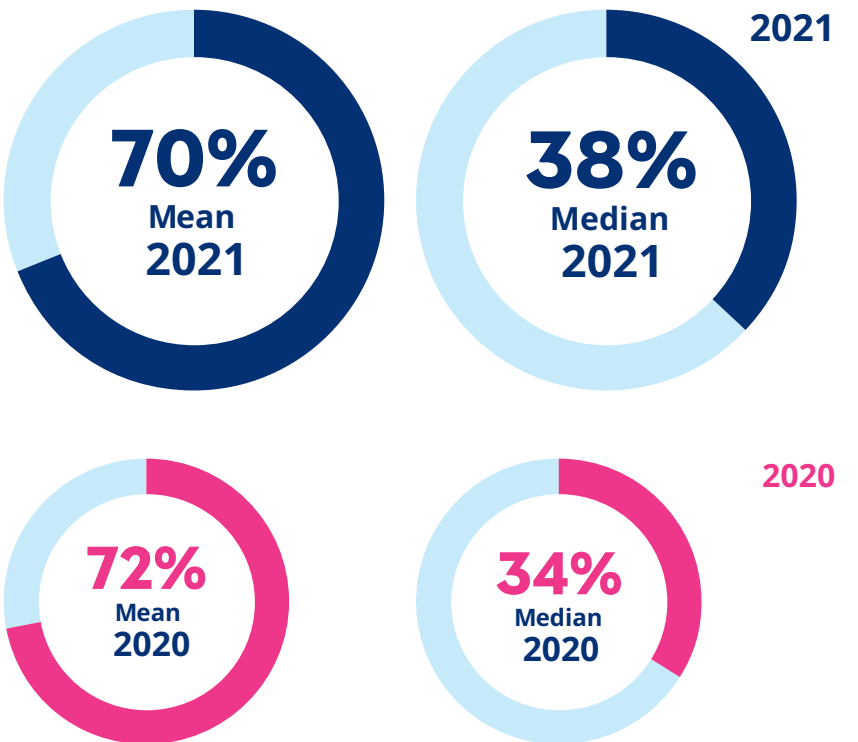
## Mean and Median Bonus Gap

Darwin's mean gender bonus gap is 70% (down from 72% in 2020), which is the difference in average bonus pay that male and female employees receive. Our median bonus gap is 38% and is a very slight increase on 2020. At Darwin we pay bonus awards based on both company performance and individual employee performance. Bonus awards are made irrespective of gender.

### Mean and median pay gap



### Mean and median bonus gap



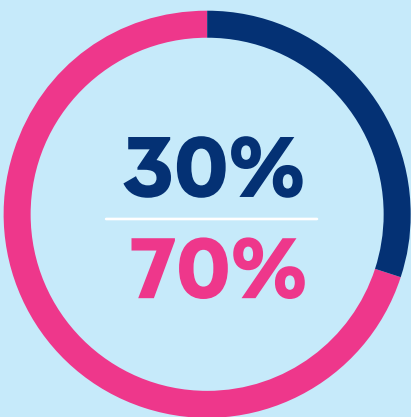
### Female/male split



### Female/male bonus distribution



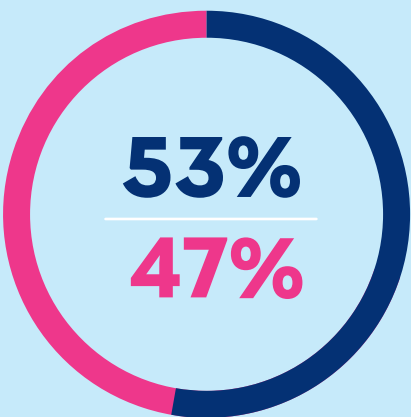
### Top quartiles



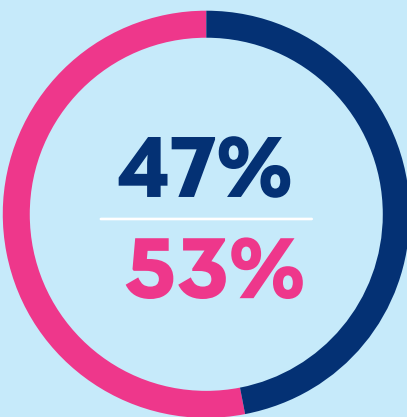
### Upper middle quartiles



### Lower middle quartiles



### Lower quartiles



At Mercer Marsh Benefits and Darwin we are committed to accelerating the advancement of women at work both inside and outside our firm.

Whilst our gender balance overall at Darwin is fairly neutral, we know that our gender pay gap is largely caused by our workforce profile and we continue to have more men than women in senior positions.

To achieve our organisational goals we need to attract, retain and harness the skills of all our talented people, both women and men. One of the ways we are addressing the structural issues at Darwin is by focusing on building an inclusive culture that celebrates diversity of thought, innovation and challenge so that all of our people can grow and succeed.

As a company we keep a close eye on pay equity through regular statistical analysis of promotions, pay and performance to avoid gender bias. We carry out rigorous processes for reviewing and monitoring pay and promotions as a fundamental part of our annual compensation process. We are passionate about the principle of equal opportunities and equal treatment for all employees, and have made this fundamental to our workplace culture.

Overall, our data shows the effect of our ongoing, long-term initiatives to address the gender balance within the organisation with the good practice across recruitment, promotion, monitoring of pay and development opportunities having an impact. While we continue to make progress in closing our gender pay gap, like many organisations, we have more work to do and are on a continuous journey to further women's progression in the workplace.

## Declaration:

I confirm the gender pay gap data contained in this report for Darwin Technologies Ltd is accurate and has been produced to meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Signed: Hervé Balzano