



Our

Gender Pay Gap Report

2024

Introduction from our Managing Director

Pelican Business Services is an open and inclusive workplace, where everyone belongs regardless of their background, race, ethnicity, gender or any other characteristic.

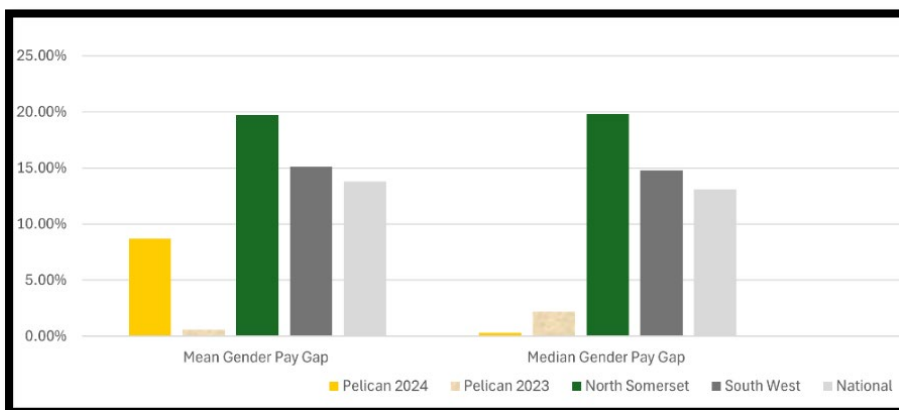
Our Gender Pay Gap Report 2024 highlights that we continue to see success in our approaches to engagement, flexibility, mental wellbeing and leadership development. I am looking forward to further developing our people networks and ensuring there are equal opportunities for team members to progress personally and professionally in the coming 12 months.

I confirm that the published information is accurate, reliable and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Oliver Jerrome
Managing Director

Mean Gender Pay Gap

The gender pay gap identifies the difference in hourly pay for men and women employed by Pelican in April 2024 without reference to their role, seniority, age or length of service. This is helpful in understanding how our average pay compares between men and women and is reported by both the 'mean' and 'median' average.



The **mean** gender pay gap for 2024 is **8.69%**, compared to 0.60% in 2023.

The **median** gender pay gap for 2024 is **0.30%**, compared to -2.20% in 2023.

Pay Distribution

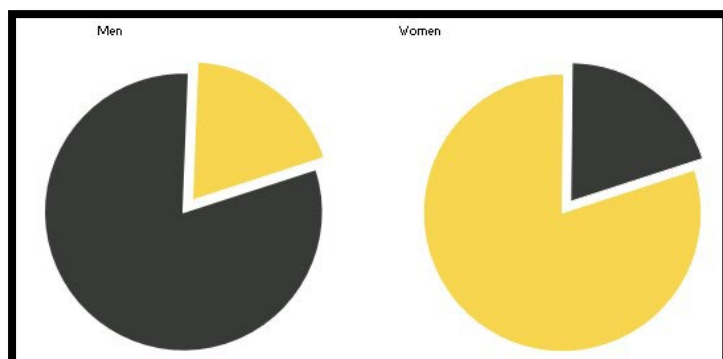
Reviewing the hourly pay of our team members from lowest to highest enables us to arrange our data into equally sized pay bands, called quartiles. The percentage of men and women in each quartile is then calculated. The first quartile represents the high number of new female team members in our customer facing roles. The remaining quartiles show a fairly even distribution of men and woman across the higher pay bands, with the third quartile demonstrating the number of women in leadership positions.

2024 Pay Quartiles



Gender Bonus Gap

The gender bonus gap looks at the difference between the average bonus received by men and women in Pelican in the twelve months prior to 5 April 2024. Over eighty percent of team members received a bonus to recognise their hard work and dedication during this time.



*We paid bonuses to **81.4%** of men and **80.2%** of women. This is an increase compared to 70.2% & 65.4% respectively in 2023*

- The **mean** gender bonus gap for 2024 is **37.87%**, compared to 5.86% in 2023.
- The **median** gender bonus gap for 2024 is **28.36%**, compared to 26.29% in 2023, which reflects the gender composition of our meter reading teams.

Our 2024 results

Whilst our overall results remain positive compared to the North Somerset, South West and National averages, changes in the structure and gender composition of our Senior Leadership Team (SLT) have impacted our gender pay gap compared to our last report as we expected.

Our median gender pay gap for 2024 was 0.3%. This means that, if we listed everyone's hourly pay in order, there would be a difference of just 0.4% between the middle woman and the middle man. This reflects our continued commitment to forging a gender equal workplace. Over 64% of our workforce are women, while over 80% of men and women equally earn a bonus.

Looking ahead

- We will continue to invest in our people networks, improving access for all team members as part of our culture where **#EveryoneBelongs**.
- We are excited by our ongoing partnership with **Women's Work Lab**, supporting mums back into the workplace.
- We will continue to review our approach to recruitment, ensuring our advertising and selection processes are inclusive and **free of gender bias**.
- Being a founding signatory of Bristol's **Women in Business Charter** will give us further opportunities to share and develop ways to support and promote women in the workplace.