



At Genius we are committed to fairness and equality and to reduce the gender pay gap. This commitment is supported by our people policies and ongoing consultation with our employee forum.

We are confident that men and woman are paid equally for doing equivalent jobs across Genius. We have appropriate policies in place to support our commitment.

Detailed below is our 2021 gender pay gap report. Our gender pay gap report includes our 2021 results with a comparison against our 2020 figures. Reporting is not required in 2022 due to a reduced headcount of 219.

We continue to regularly monitor salaries across the market and introduce appropriate actions. We also actively monitor success rates for recruitment, progression and reasons for leaving to introduce any actions relating to any imbalance.

I confirm that the data below is accurate and meets our statutory requirements.

Heather Crawford

Heather Crawford
Head of People

The 2021 gender pay gap

On the snapshot date of 5th April 2021, 257 people worked for Genius of which 40% were female and 60% were male.

Summary of the Ordinary / hourly pay gaps:

Ordinary / Hourly pay gap	2022	2021	2020
Mean	N/A	-1.2 %	-12.0 %
Median	N/A	0.0 %	-3.1%

*A negative number indicates that women on average earn more than men.

The mean gender pay gap is the difference in the average hourly pay for women compared to men.

Across the organisation the mean pay for women is 1.2% more than for men.

The median represents the middle point of a population. If you separately lined up all female employees and all male employees, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man. The median pay for woman and men at Genius is the same.



The percentage of women in each pay quartile:

If we look at the four pay quartiles, from top to bottom, men and women are represented across those quartiles as below. Table shows the proportion of male and female employees from 2020 to 2022 in each pay quartile:

Year	2022	2022	2021	2021	2020	2020
Gender	Male	Female	Male	Female	Male	Female
Upper quartile	N/A	N/A	60.3 %	39.7 %	53.4 %	46.6 %
Upper middle quartile	N/A	N/A	59.6 %	40.4 %	62.1 %	37.9 %
Lower middle quartile	N/A	N/A	53.4 %	46.6 %	63.8 %	36.2 %
Lower quartile	N/A	N/A	63.8 %	36.2 %	64.4 %	35.6 %

The hourly pay quartiles show the proportion of men and women that are in each pay quartile, when employees are arranged in order of hourly rate of pay. The upper quartile has had a 7% increase in the proportions of males within this quartile since the 2020 reporting. The most significant increase was within the lower middle quartile which had a 10%+ increase of women within this quartile narrowing the difference. The upper middle and lower quartiles have also slightly narrowed over the reporting period.

Who received bonus pay:

Year	2022	2021	2020
Proportion of women receiving a bonus	N/A	91.3 %	94.6 %
Proportion of men receiving a bonus	N/A	92.9%	95.3 %



Summary of the Bonus pay gaps:

Bonus pay gap	2022	2021	2020
Mean	N/A	42.9 %	4.0 %
Median	N/A	-16.7 %	0.0 %

*A negative number indicates that women on average earn more than men.

Genius recognises and rewards individuals on a discretionary basis. Rewards will take into account business performance as well as individual performance and attendance at work. The proportion of males and female receiving a reward was similar with only a 1.6% difference. Male employees received a 42.9% higher average amount of bonus compared to women and the midpoint of the data has women earning a 16.7% higher bonus payment than males.