

Gender Pay Gap Report 2023



Croner is part of the Peninsula Group of companies and is a provider of HR, Employment Law, Health & Safety and Pay & Benefits services in the UK.

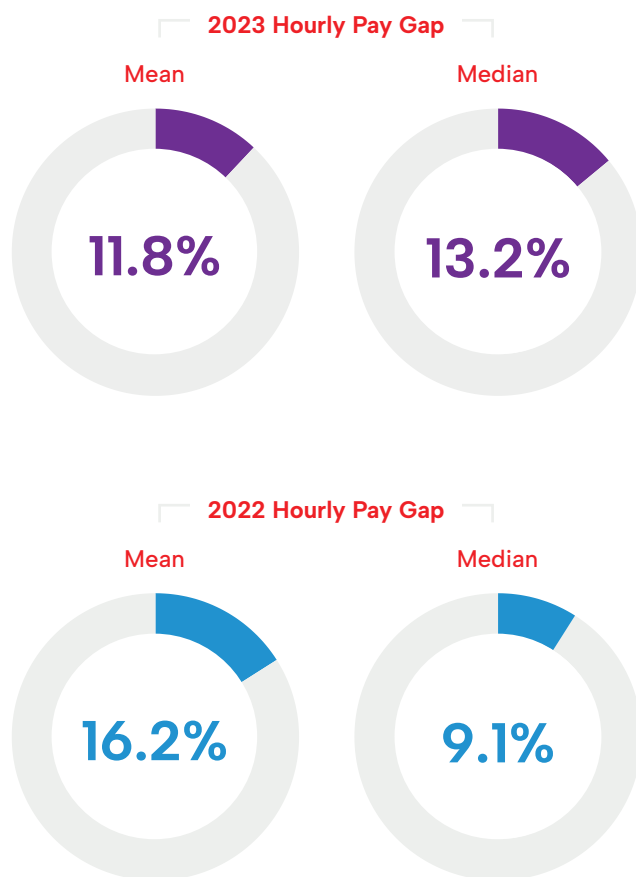
With over **11,000** clients, and over **300** staff, Croner has a pre-eminent position in its market sector and takes great pride in being an exciting and equitable place to work.

At Croner, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect an employee's remuneration. Croner is an Equal Pay employer – men and women performing equal work receive equal pay.

Croner does have a Gender Pay Gap – the Mean Pay Gap has decreased to **11.8%** in 2023 (**16.2%** 2022) whilst the Median Pay Gap has increased to **13.2%** in 2023 (**9.1%** 2022). These figures reflect the higher salaries earned by members of the male dominated IT and health & safety teams, as well as the significant levels of commission and bonuses earned by the field sales team, where women also make up a minority of the workforce.

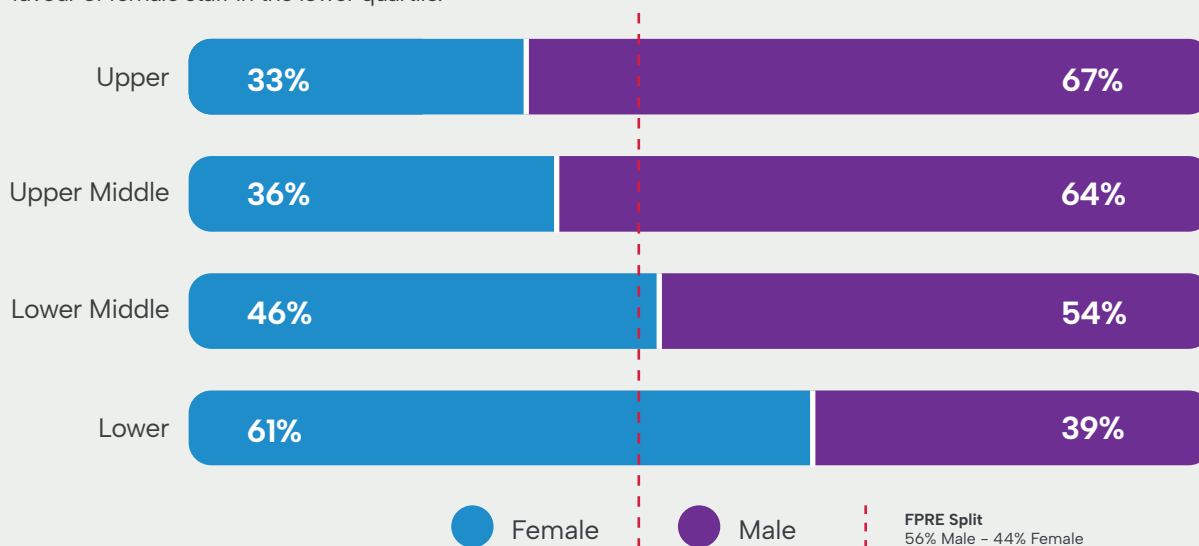
All these elements of salary, commission and bonuses are included in the calculation of the Hourly Pay Gap shown here.

The figures in this report are based on the snapshot date 5th April 2023.



Hourly Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their Hourly Pay. The banding illustrates that there is significant gender pay gap in the upper middle and upper quartiles, a result of the large number of field sales employees, IT developers and health & safety consultants employed by Croner – all male dominated professions. There is also a significant gap in favour of female staff in the lower quartile.



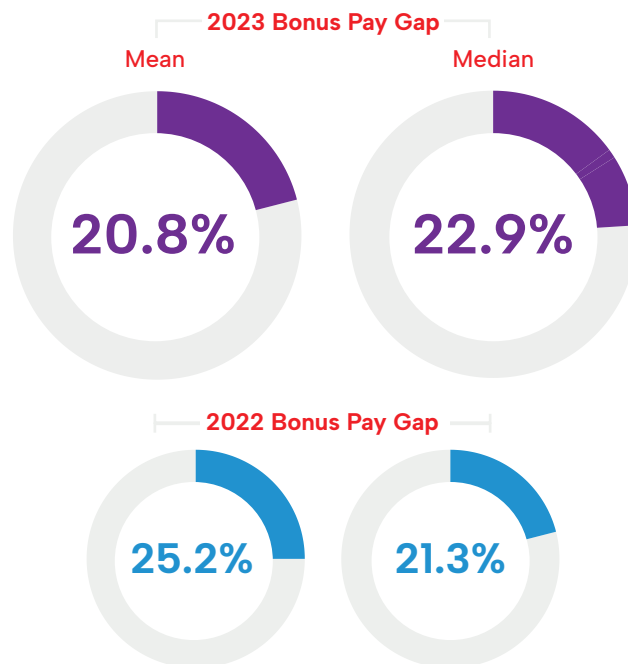
Gender Pay Gap Report 2023



Bonus Payments

Bonus payments include bonus, commission and profit share schemes. The proportion of men and women receiving payments are similar, with not too dissimilar with **79%** of women and **85%** of men receiving bonuses in the year.

However, the quantum of the bonuses does vary significantly because the figures are heavily influenced by the inclusion of sales commissions paid to the male dominated field sales team. There is Equal Pay amongst the sales team (and across all the company) with all members paid in accordance with the same commission structure. Some of the most successful performances within the sales team are achieved by women; however, they are a small proportion of the team.



58% in 2022



66% in 2022



I confirm that the data published in this report is accurate.

Jordan Foster, Group Chief Financial Officer.