

GENDER PAY GAP REPORT

2025



open gi

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Introduction

At Open GI, we remain committed to cultivating a workplace in which every individual is respected, supported and recognised for the distinct qualities and contributions they bring to our organisation.

We value a broad range of perspectives and experiences, understanding that this diversity strengthens our capacity for innovation, fosters both personal and professional development, and enables us to deliver exceptional service to our customers.

About the Gender Pay Gap Statistics

Open GI fully supports the Government's legislation which requires employers that have more than 250 employees to publish their gender pay gap. We actively support and promote gender equality and our data has been prepared in line with the Equality Act 2010 (Gender Pay Information) Regulations 2017 and the Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017.

The snapshot data for salaries is 5 April 2025 and the period used for calculating the bonus pay gap is 6 April 2024 to 5 April 2025.

This report sets out our key gender pay data, sharing information about any changes experienced between

this and last year's report, as well as detailing the actions we are taking to improve gender diversity and equality at Open GI.

It is worth noting that **Gender Pay** is not the same as equal pay. Equal pay is about paying men and women the same salary for the same or similar roles and is a legal requirement. The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of the average earnings of men.

The **Median** gender pay gap is determined by ordering the individual hourly rates of pay for all men and women from the lowest to the highest and then calculating the difference between the middle number in the range for men and the range for women.

The **Mean** gender pay gap is the difference between the average hourly rate of pay for women compared with men. Hourly pay is the sum of ordinary pay and any bonus pay (including any pro-rated bonus pay) that was paid in the pay period which ends on your snapshot date.

The **Mean** bonus pay gap is the difference between the mean bonus pay paid to men and the mean bonus pay paid to women.

Our Gender Pay Gap Statistics

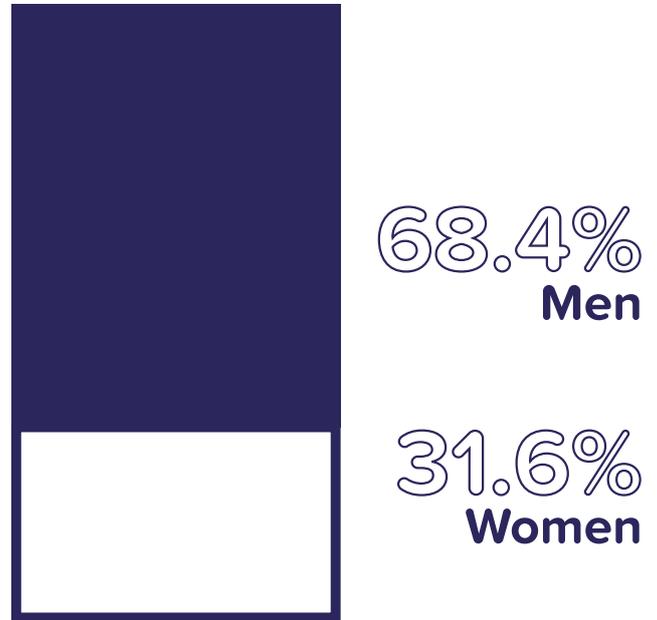
As at 5 April 2025, there were 381 employees all of which were categorised as “relevant employees”.

374 employees were classified as “full-pay relevant employees” and were used in the reporting of hourly pay gap statistics.

The gender split for Open GI was 68.4% men and 31.6% women as at 5 April 2025, roughly the same as the previous year (69% and 31%, respectively).

381
Relevant Employees

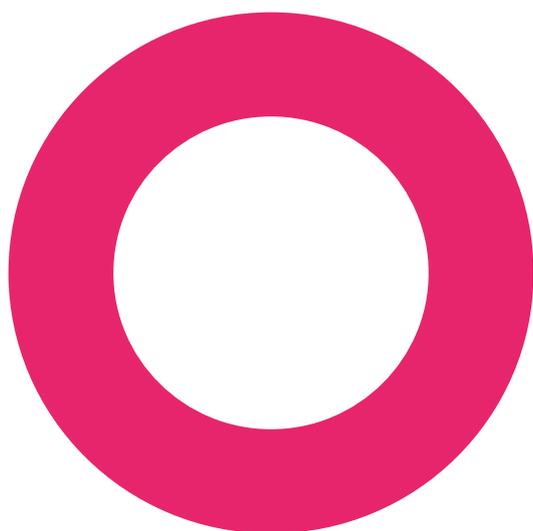
374
Full-pay Relevant Employees



The Proportion of Men and Women Receiving a Bonus Payment

The mean bonus pay gap of 50.54% has increased from 40.2% in 2024.

The median bonus pay gap is 1.75%, a decrease from 9.32% in 2024.



2024

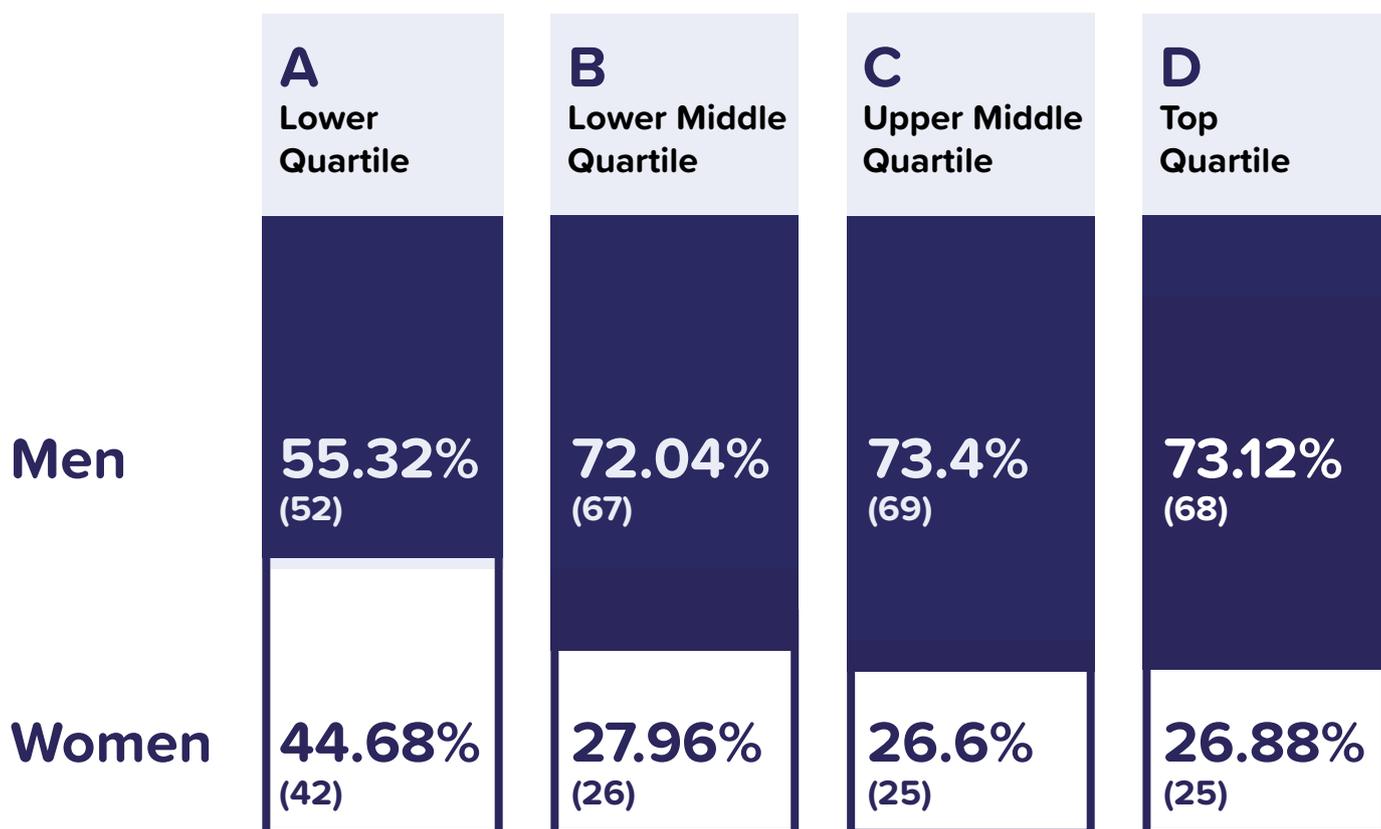


2025



The Proportion of Men and Women in Each Pay Quartile

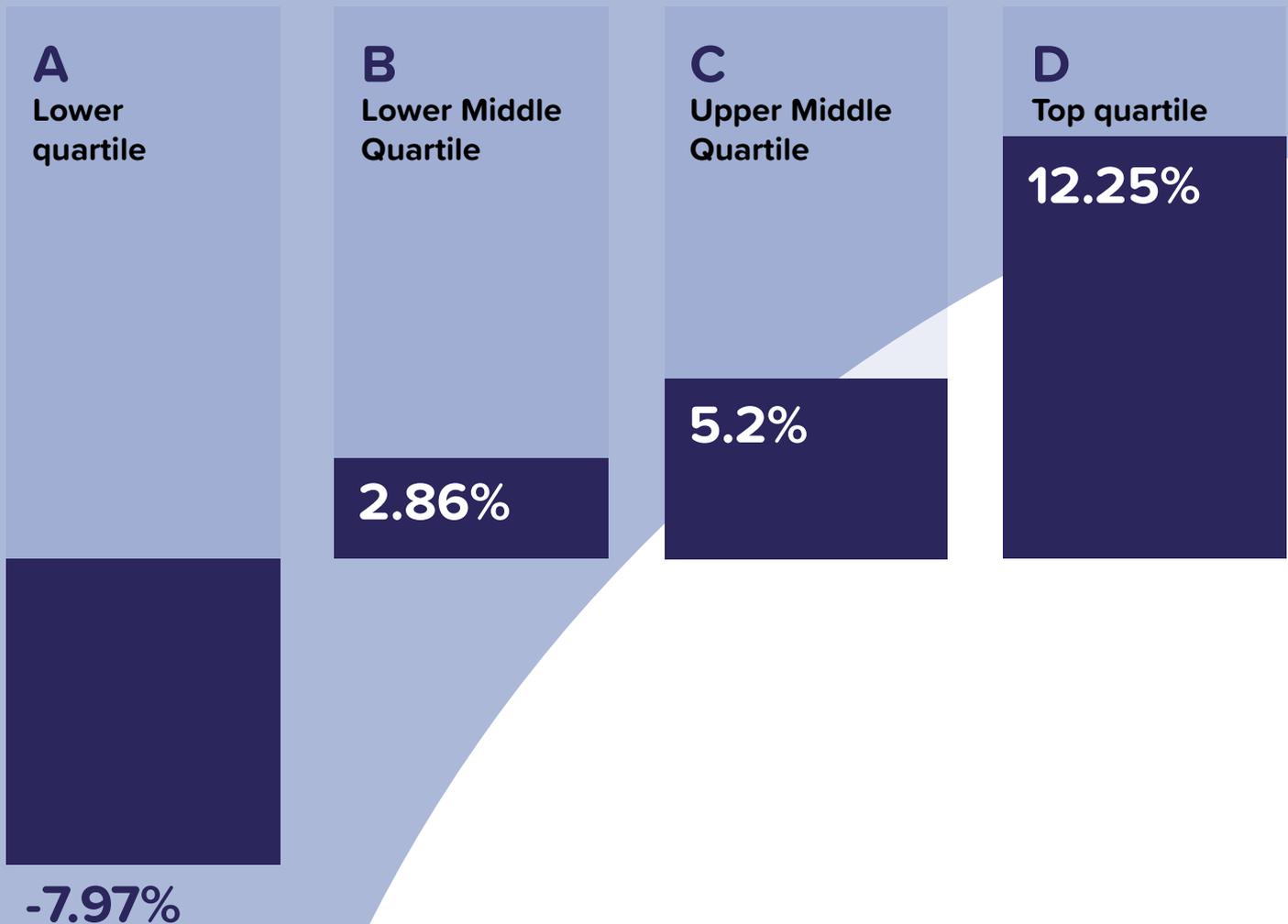
(% in each band and number of employees in each band)



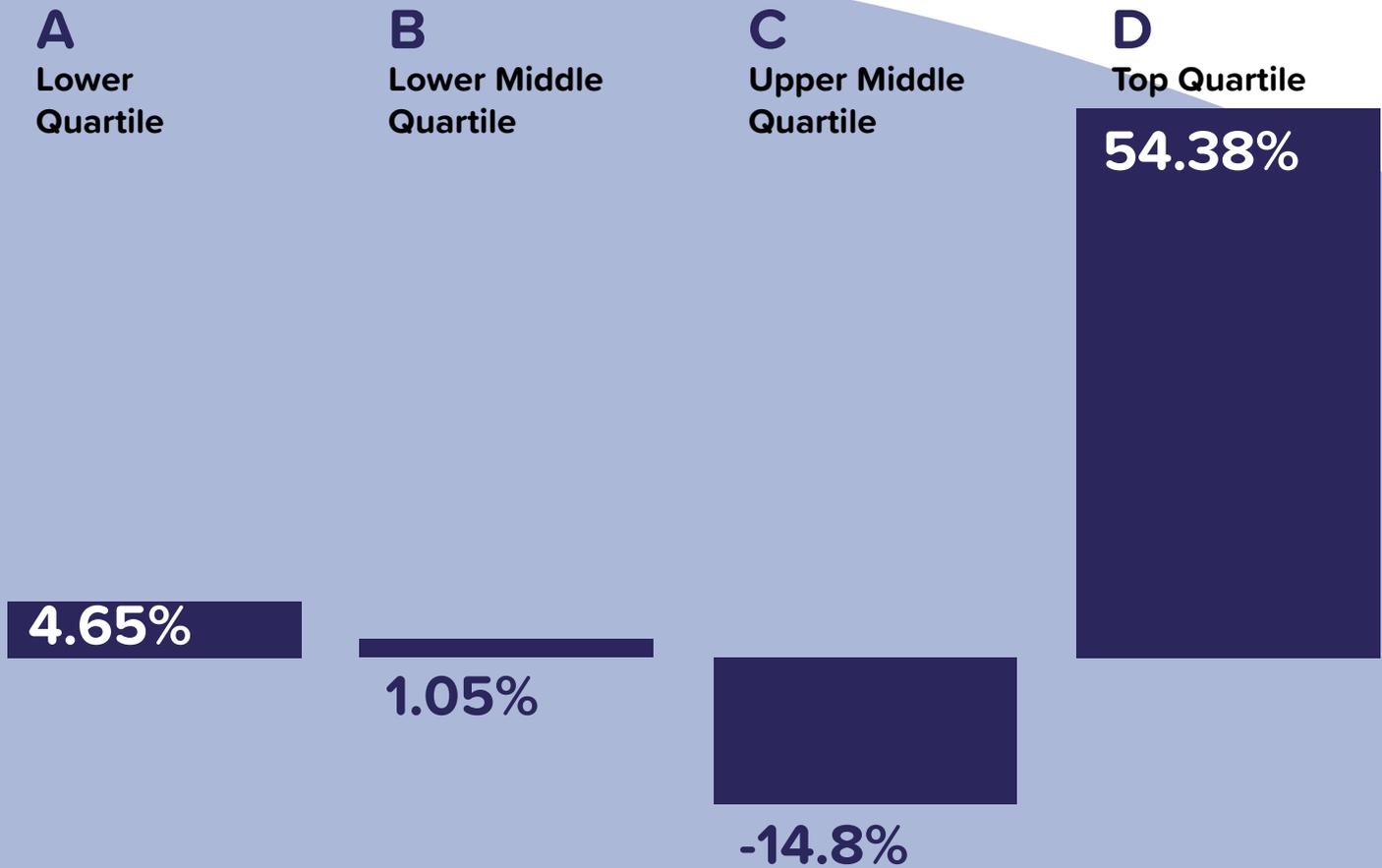
The Mean Gender Pay Gap in Each Pay Quartile



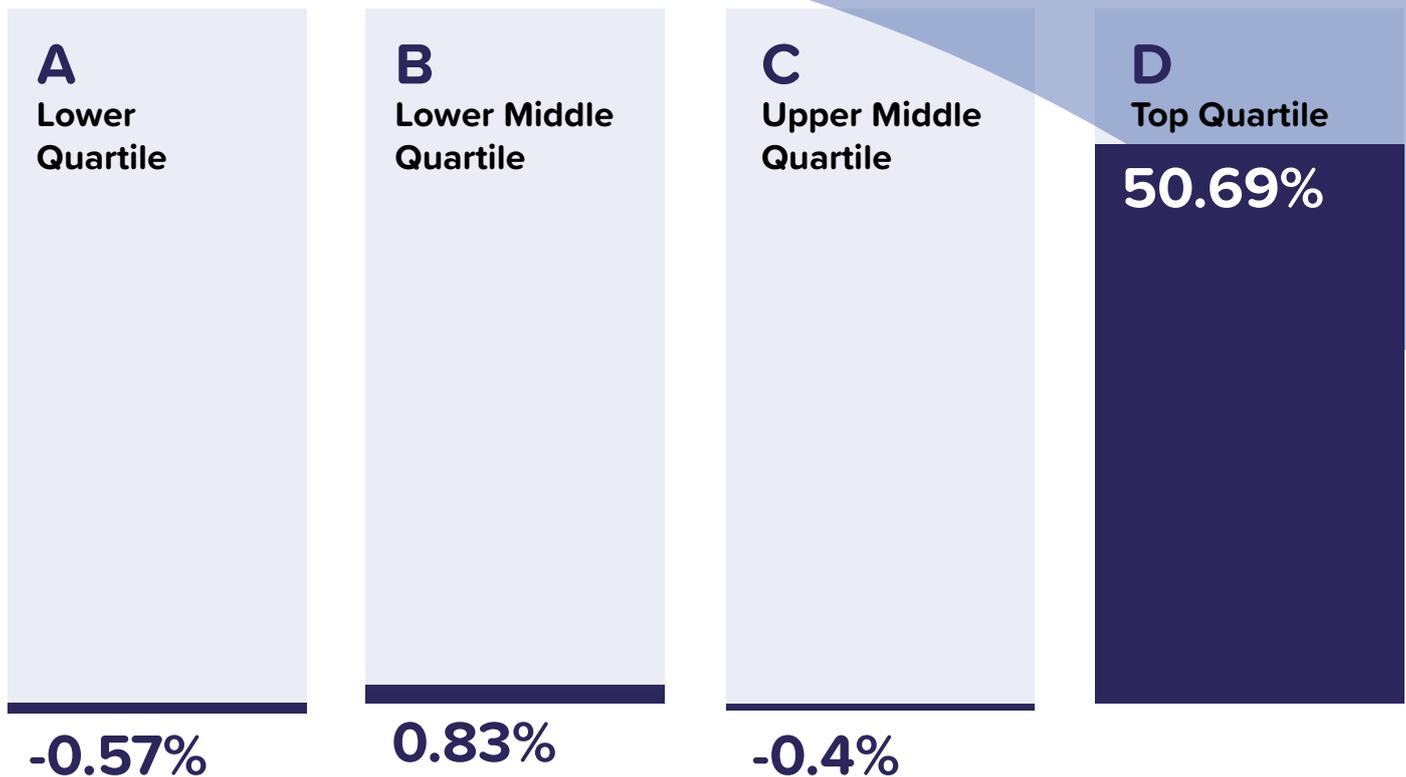
Contribution of Each Quartile to the Pay Gap



The Mean Bonus Pay Gap in Each Pay Quartile



Contribution of Each Quartile to the Mean Bonus Pay Gap



Understanding the Gap

At Open GI, we remain committed to building an inclusive and diverse workplace where every colleague feels valued, supported and able to thrive. The technology sector continues to be predominantly male, and this is reflected in our own workforce profile, where women currently represent around 32% of employees.

Last year, we were pleased to report a reduction in our Gender Pay Gap. While this year's figure has increased by 3.55% to 12.35%, it is still notably lower than the wider UK technology industry average of 17.5%. We recognise there is more work to do, and we remain focused on making meaningful progress.

Women are represented at all levels across our organisation. However, we continue to see a higher concentration of women in lower quartile roles, which are typically operational and administrative positions. In 2025, nearly 45% of employees in the lower quartile were women, compared with just under 27% in the top quartile. This distribution is consistent with broader trends across the technology sector, and it reinforces the importance of our ongoing efforts to support career development and progression for women within Open GI.



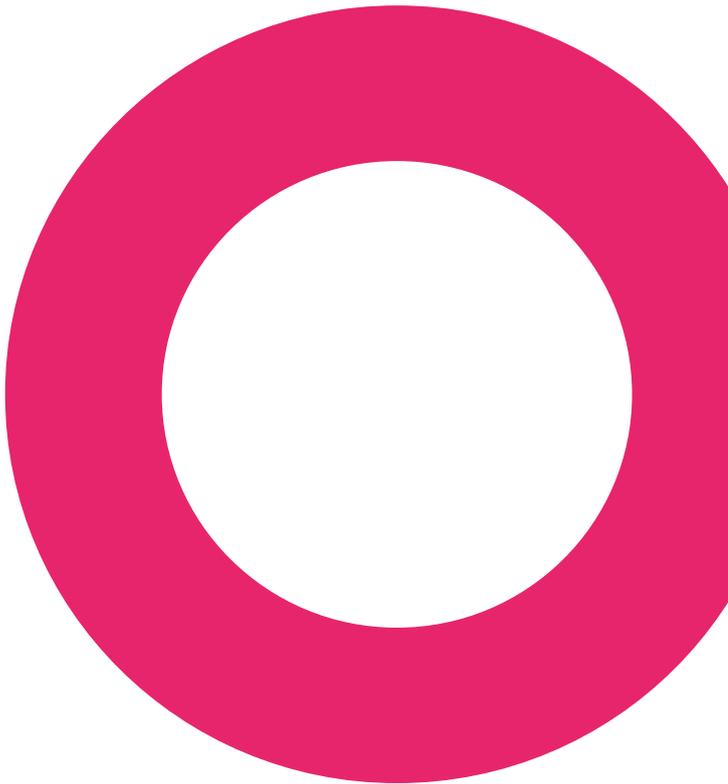
Our analysis shows that the largest contribution to our Gender Pay Gap continues to come from our top quartile roles, where the gap stands at 12.25%. This reflects the profile of new hires during the year, with a higher proportion of men joining the organisation in both the top quartile and upper middle quartile roles.

Over the past year, we have grown our sales team and strengthened our technical capabilities by recruiting into senior specialist technical areas. As is common across the technology sector, the talent pool for these roles remains male-dominated, which influenced the gender balance of successful candidates.

Our mean bonus pay gap has increased by approximately 10%, reaching 50.54%. This is most evident in the top quartile, where the gap is 54.38%. Because our performance-related bonus scheme is calculated as a percentage of salary, the greater representation of men in senior positions has a direct impact on this figure. In addition, our Sales function - where bonuses and commission form a significant part of total earnings - currently comprises 78% men, which further contributes to the overall bonus pay gap.



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Our Action Plan

Enhancing gender diversity and inclusion remains a key priority at Open GI. Over the past year, we have continued to build on our progress through a range of initiatives designed to create lasting, meaningful change:

- **Diversity, Equity, and Inclusion (DEI) Network:** Established in 2023, our DEI Network continues to play an important role in shaping our inclusion strategy. Meeting regularly throughout the year, the group focuses not just on gender but also on areas such as neurodiversity and cultural inclusion, ensuring our approach reflects the diverse experiences of our workforce.
- **Employee Engagement:** In June 2024, we carried out a company-wide DEI survey to better understand the views and experiences of our employees. Following this, we partnered with Inclusive Employers to run a series of focus groups, helping us interpret the findings and develop a targeted action plan to strengthen our DEI practices.
- **Community Engagement:** We are proud to continue our sponsorship of Worcester City Women Football Club, working alongside them to champion gender diversity, both within sport and in the wider community.
- **Inclusive Recruitment:**
 - This year, we introduced in-house inclusive recruitment training for all employees and managers involved in hiring. This ensures a fair, consistent and positive experience for every applicant and highlights the importance and benefits of diversity.
 - We continue to advertise all vacancies internally, supporting career mobility and ensuring all employees have the opportunity to apply. Constructive feedback is provided to unsuccessful candidates to support their ongoing development.
- **Employee Development:** All employees have access to LinkedIn Learning, enabling them to build skills across a wide range of topics. Our Learning and Development Manager actively promotes these resources, encouraging continuous learning and personal growth.
- **Mentoring:** We continue to encourage mentoring across the organisation, recognising the value it brings to both mentors and mentees in supporting development, confidence and career progression.

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- **Hybrid Working:** In 2025, we formalised our hybrid working approach, allowing employees to work from home three days per week and senior managers up to 50% of the time. This model supports collaboration while offering flexibility and promoting a healthy work-life balance.
- **Early Careers:** We regularly attend school and apprenticeship events to raise awareness of career opportunities at Open GI. We also encourage managers to consider apprentices for entry level roles, helping to build a strong early career talent pipeline.
- **Celebrating Our People:** As part of our International Women’s Day celebrations, we invited employees to nominate colleagues for the Women in Tech Excellence Awards. The number and quality of nominations reflected the exceptional talent of the women working across Open GI.

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By continuing to champion diversity, equity and inclusion, we aim to create a workplace where everyone feels empowered to contribute, develop and succeed.

Looking Ahead

As we look to the year ahead, our focus remains firmly on strengthening gender diversity and fostering an inclusive culture across Open GI. We recognise that meaningful progress requires sustained commitment, thoughtful action and collaboration at every level of the organisation.

We will continue to build on the foundations we have established: enhancing our recruitment practices, supporting career development, continuing to support early career pathways, and ensuring our policies and ways of working enable all employees to thrive. Our DEI Network will remain central to shaping our priorities, helping us listen, learn and respond to the evolving needs of our people.

We are proud of the steps we have taken so far and we are equally committed to accelerating our efforts. By continuing to champion diversity, equity and inclusion, we aim to create a workplace where everyone feels empowered to contribute, develop and succeed. This commitment not only strengthens our organisation but also supports our ambition to positively influence the wider technology industry.



Simon Badley
Group CEO

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