



## Gender Pay Gap 2023 Overview:

At Softwire we are committed to building a diverse and inclusive workplace.

This Gender Pay Gap Report reflects our commitment to transparency and accountability as we openly acknowledge the gaps that exist and outline our ongoing efforts to bridge them.

We are proud of the progress we've made in achieving gender balance within our workforce. In 2022 we **hired a record number of women** across all levels of the company (37/65 = 57%). In the past 18 months, **57% of our new hires into leadership positions have been women**, and 45% of our internal promotions have gone to women. As a result, **women now constitute 39% of our workforce** (up from 35% last year), and 23% of our top quartile (up from 19% last year). We did see an **increase to our headline gender pay gap figures**, as the sheer number of junior hires brought the median pay down for women overall, but our modelling suggests that from next year the gap will begin to reduce again.

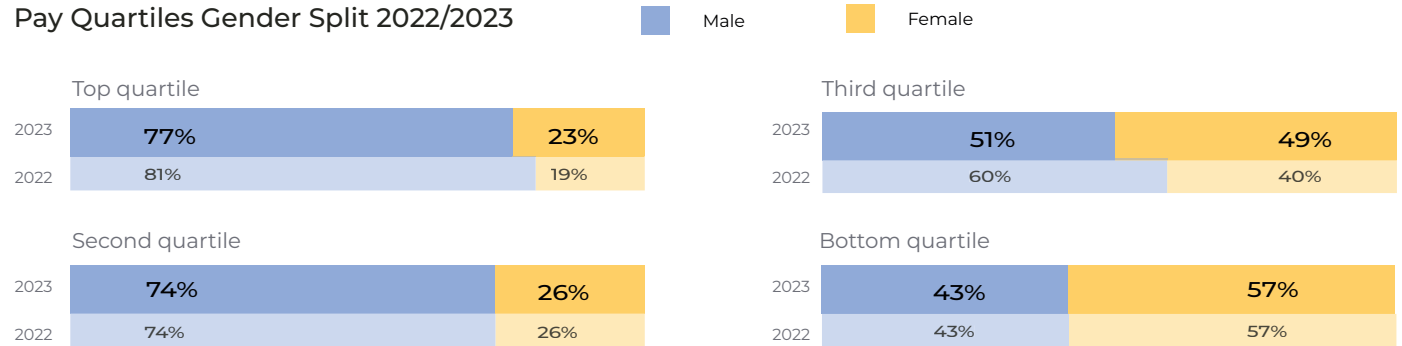


## These are our gender pay gap figures for 2023

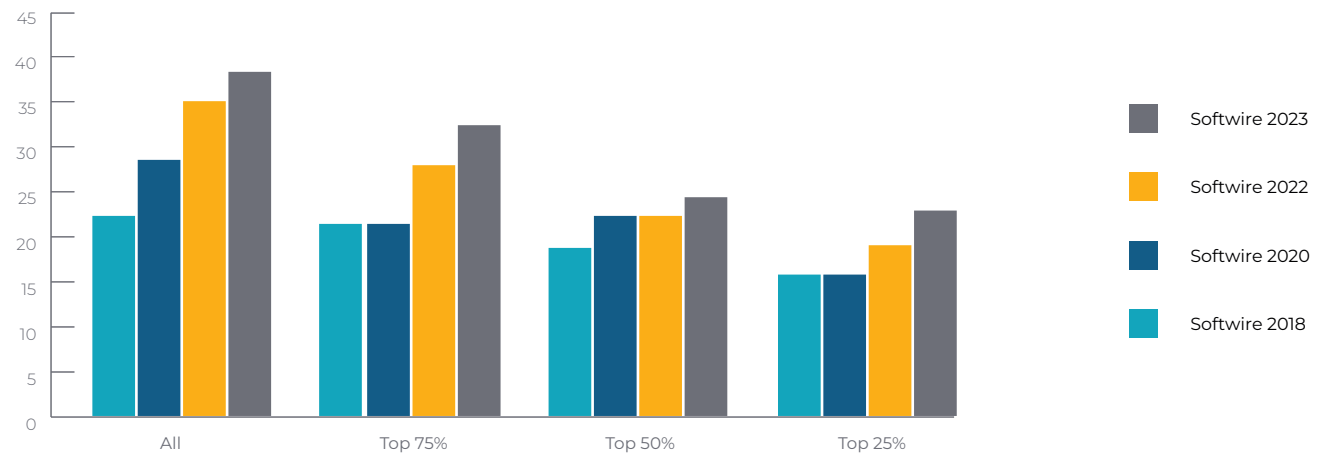


## Pay Quartiles Gender Split

Pay Quartiles Gender Split 2022/2023



## Representation of women above each pay threshold



## What have we done this year:

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### Continuous Progress Monitoring:

Monitored KPIs including promotion and retention rates across different sections of the company, and investigated anomalous results. For instance when we identified that progression into mid-senior tech roles appeared to be occurring at a slower pace for women, we initiated an inquiry with the support of our partners the Anti-Racist Social Club, and acted upon the recommendations they provided.



### Launched LevelUp Mentoring Programme:

Launched LevelUp, an internal mentoring initiative designed to empower women with essential skills and a growth mindset, enabling them to thrive in today's competitive professional landscape.



### Career Switcher Route:

Committed to our new career switcher hiring route. This was introduced in 2021, enabling us to bring many more talented women into the technology sector, and is a key reason why over 50% of our hires in 2022 were women. We have taken steps this year to embed and expand this hiring route.



### TechSwitch Investment:

Sustained our commitment to TechSwitch, a program providing free training for career switchers and returners through a 12-week vocational boot camp in Software Development. Post-boot camp, we place TechSwitchers with Softwire or our placement partners, helping them secure their first roles in the industry. Notably, 71% of our learners to date have been female.



### Revamped Promotion Process:

Added further levels of scrutiny to our promotion moderation process, including direct oversight by the Head of DE&I, to ensure equality of progression at Softwire.



### Strategic Hiring Focus:

Proactively sought out talented women for our senior positions, acknowledging the positive impact that diverse leadership and positive role models can bring to our business. This, along with internal promotions, has contributed to female representation in our top percentile increasing from 19% to 23%.