



# Vantive Ltd (UK) Gender Pay Gap Report 2025

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# Introduction

This is Vantive's 2025 gender pay gap report, and will be the first gender pay gap report for Vantive as a newly formed standalone company. These results will therefore serve as our baseline to continue monitoring the gender pay gap.

This report will outline the difference in average earnings between men and women within the organization in the UK. Please note that the gender pay gap difference is distinct from equal pay, which relates to pay for equal work.

This report has been prepared in line with UK Government guidance on Gender Pay Gap Reporting. It explains the gender pay gap results for the reporting year 2025 and outlines the actions that Vantive will take to address any identified gaps.

# Key definitions

**Mean:** The mean pay shows the average pay level across the organisation. It is calculated by adding together all employees' pay and dividing by the total number of employees. The mean average figure can be influenced by a small number of very high or very low earners, particularly at senior levels.

**Median:** The median pay represents the middle point of the pay range. Employees' pay is listed from lowest to highest, and the median is the value that sits exactly in the middle, with half of employees earning more and half earning less. The median is often considered a good indicator of a “typical” employee's pay, as it is not affected by extreme values.

**Pay quartiles:** Pay quartiles divide the workforce into four equal groups based on pay, from lowest to highest. The lower quartile contains the lowest-paid 25% of employees. The lower-middle quartile contains the next 25%. The upper-middle quartile contains the next 25%. The upper quartile contains the highest-paid 25% of employees. Pay quartiles help show how men and women are distributed across different pay levels within the organisation, rather than focusing only on overall averages.

# The Gender Pay and Bonus Gap Results

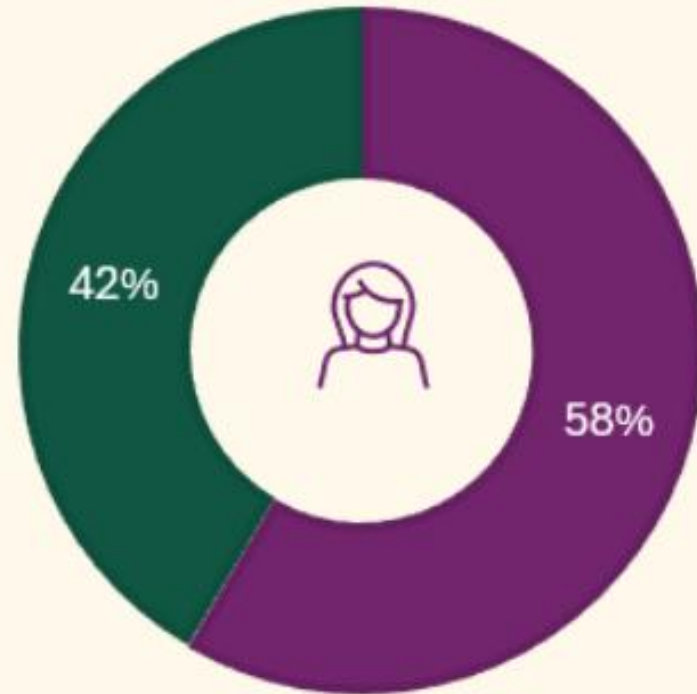
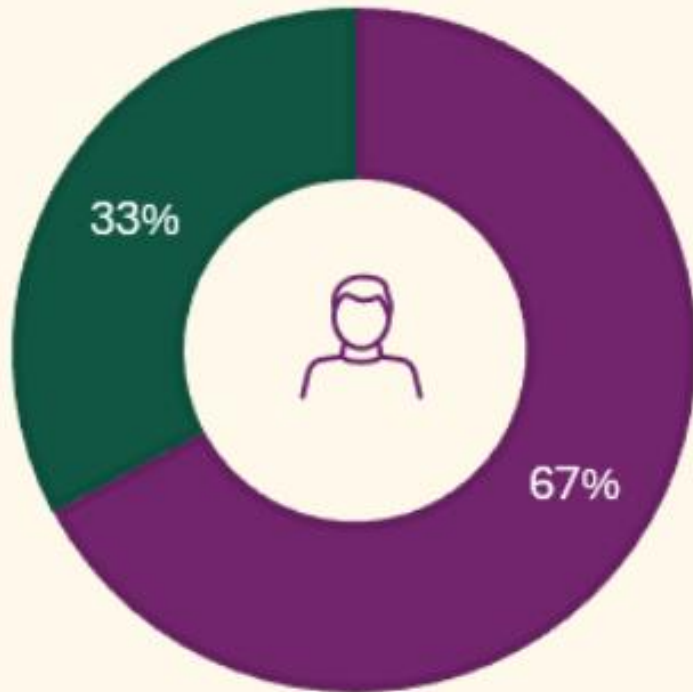
Difference between male and females	Mean	Median
Pay Gap	0.07%	-8.19%

Difference between male and females	Mean	Median
Bonus Gap	-25.66%	-174.11%

- > For the 2025 reporting period (referring to a snapshot of payroll data from 5 April 2025), Vantive is able to report the above gender pay and bonus gap results.
- > Where a % figure is expressed as a positive number, this refers to a difference that is favourable to men. However, where a % figure is expressed with a negative number, this refers to a difference that is favourable for women.
- > In terms of the gender pay gap, figures show that as a mean average, men are paid 0.07% higher than women but when utilizing the median average then the data shows that the women are paid 8.19% more than men.
- > In terms of the gender bonus gap, both the mean average (25.66%) and median average (174.11%) show that women are earning more in bonus pay than men. The differences seen here with bonus pay can fluctuate depending on role distribution, job level and the number of recipients.

# Percentage of men and women receiving bonus pay

■ bonus received   ■ no bonus received



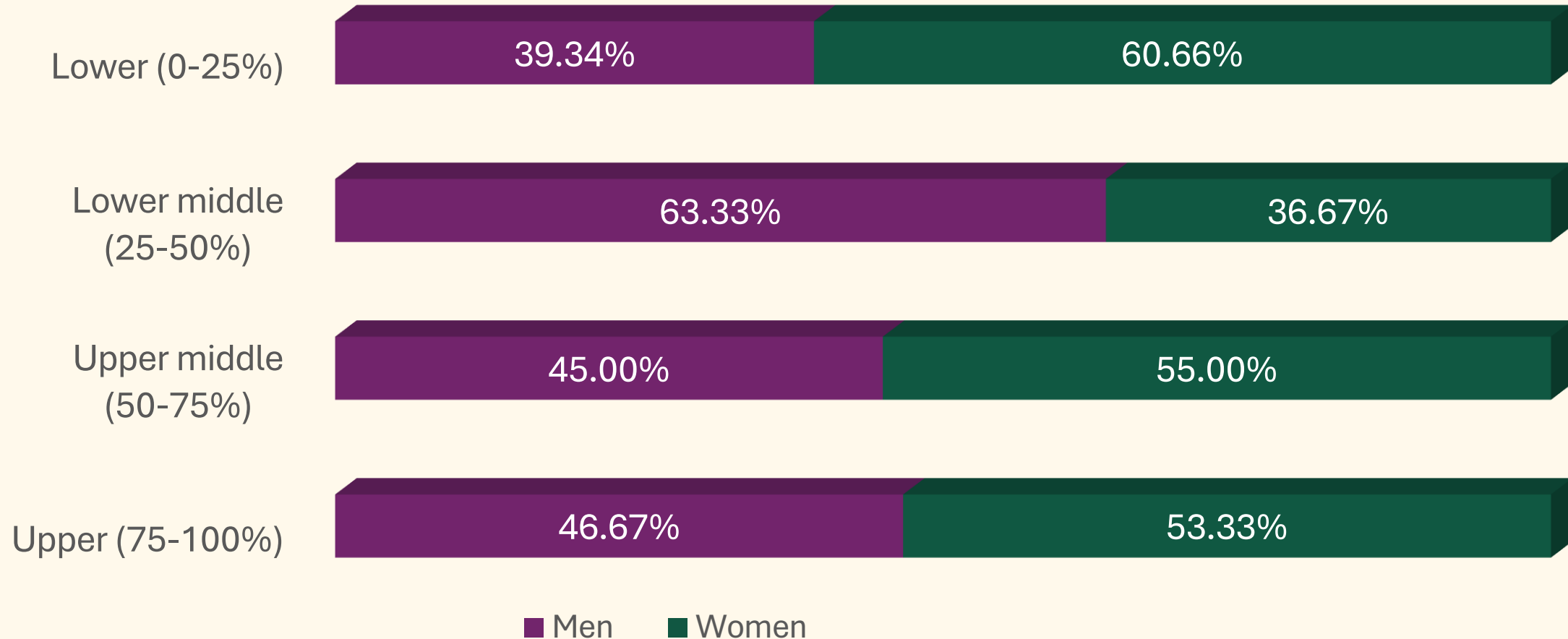
# Pay Quartiles

The analysis of pay quartiles shows a representation of both genders across all pay levels. Women are more highly represented in the lower pay quartile (60.66%), while men are more represented in the lower-middle quartile (63.33%).

The upper and upper-middle quartiles show a more balanced gender distribution: 45% men and 55% women in the upper-middle quartile, and 46.67% men and 53.33% women in the upper quartile.

A visual illustration of the pay quartiles can be found on the next page.

# Percentage of men and women in each hourly pay quartile



# Action Plan

In line with UK Government guidance, Vantive have outlined an action plan in light of the results and in accordance with good practice principles. The action plan will be focused on six focus areas:

1. Pay and Bonus Governance
2. Representation and Progression
3. Recruitment Practices
4. Talent and Succession Planning
5. Manager Capability
6. Ongoing Monitoring

# Action Plan: Focus areas

Focus Area	Actions
Pay and Bonus Governance	Review bonus frameworks and eligibility criteria to ensure consistency, and fairness.
Representation and Progression	Monitor gender representation across pay quartiles and senior roles to support balanced progression.
Recruitment Practices	<p>Maintain inclusive recruitment processes, including gender-neutral job design and job adverts, as well as diverse shortlists.</p> <p>Line manager training on interviewing skills</p> <p>Job offers and internal offers are assessed and reviewed to minimise pay disparity, where appropriate.</p>

# Action Plan: Focus areas

Focus Area	Actions
Talent and Succession Planning	Strengthen talent pipelines to support equal access to development and advancement opportunities.
Manager Capability	Continue with robust guidance through the Annual Compensation Review for managers on objective performance, pay, and reward decision-making.
Ongoing Monitoring	Regularly review gender pay and bonus data to track progress and inform future actions.

## Our Commitment

We are committed to fostering an inclusive workplace where reward and opportunity are based on skills, experience, and performance. Progress against this action plan will be reviewed annually as part of our gender pay gap reporting cycle.