



**GENDER PAY GAP REPORT
2022/23**



Success for All

A message from the CEO

When we defined our strategy for addressing the disparity in the gender pay gap, our ambition has always been to achieve incremental improvements year on year in a sustainable manner.

We remain clear in our objective: to be driven by a combined focus on short, medium and long term efforts to ensure a durable impact. We do this as part of our broader ED&I commitment for the benefit of everyone, including both current and future employees, as well as the wider communities we serve.

We also remain committed to playing our part in our wider industry and actively seek to encourage more diversity in all STEM subjects and careers. Whilst we acknowledge it may be some time before this has a direct effect on Curtins, we recognise that it is a crucial part in making a diverse world for us all.

I am pleased to see that as a result of the combined efforts made, the latest data published for 2021 shows that the gender pay gap at Curtins has reduced further in with the mean at 25.9% from 29.2% the previous year. We have also seen improvements in the median figure, which has reduced to 29%.

Whilst we were not in a position to be able to share bonuses in 2021 like much of the industry, in 2022 the proportion of females receiving a bonus was 94.3% which is the highest figure achieved since we began reporting on the data in 2017.

It is extremely welcome to see that all of the data indicates we are heading in the right direction, but it is critical that we do not become complacent. The journey is far from over. Moving forward, our direct focus for addressing disparity at Curtins will remain on attracting talent from as wide a pool as possible, but we will also seek to be proactive in retaining the female talent in the business. We recognise that this is where our greatest area for improvement remains.

This year we launched a comprehensive menopause awareness campaign to increase knowledge and understanding of the symptoms that can be associated with the life-event. In the run-up to menopause awareness day, we held bespoke training for our Board of Directors and HR team, followed by our wider management team.

This training led on to a company-wide Live virtual event where an external expert joined us to build awareness and share how we can support one another in the workplace and beyond when someone is experiencing a negative impact from the menopause.

Our approach to the menopause, including launching our policy, is just one example which demonstrates tangible our efforts by Curtins to provide a greater level of support to women in our business. We believe that by continuing to build on this culture further, we will continue to see the gender pay gap reduce and we will remain absolutely committed to action until parity is reached.

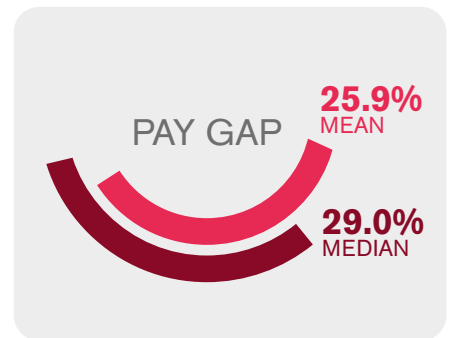
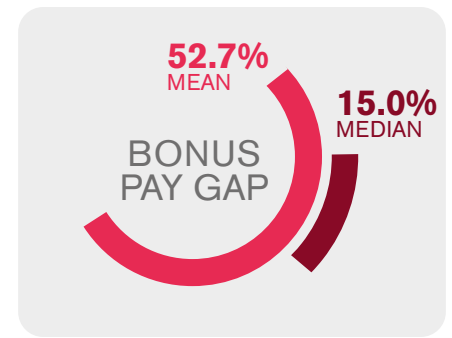
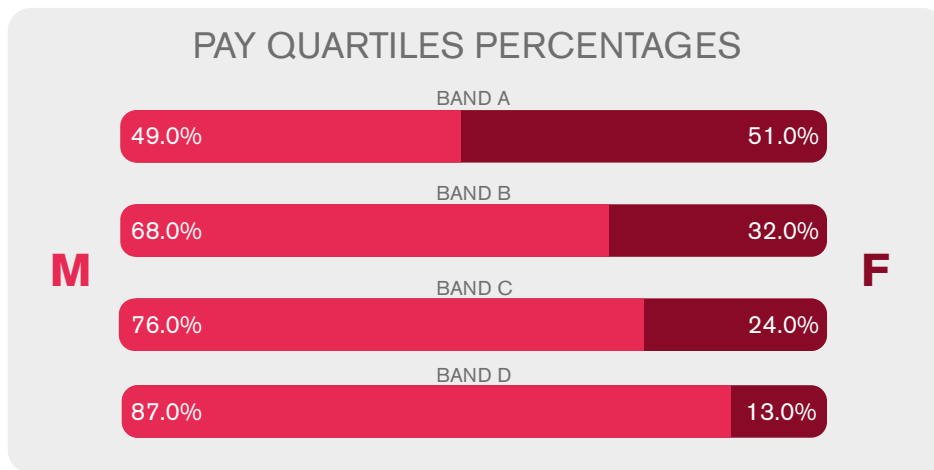
Over the course of the next five years, our board is committed to honing our strategy and ensuring that women get the greatest level of personal and professional support at Curtins, meaning that in the coming years we have a diverse and balanced leadership team, organically grown and of the very highest quality.



Rob Melling
CEO



Gender pay gap based on 2022 figures | Reported in 2023



*this figure is not 100% for either male or female because it only includes colleagues who were employed long enough to qualify for a bonus

Government Definition:

The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle. So the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Our Solutions

- A comprehensive STEM programme across all 14 of the regions of the UK and Ireland
- A formal hybrid working policy, offering flexible working arrangements to support a greater work/life balance.
- Enhanced maternity and paternity leave policy, with paid maternity leave for 26 weeks regardless of role and four weeks paternity leave at full-pay.
- Comprehensive equality, diversity and awareness campaigns.
- Bespoke training for senior leaders and the HR team on menopause.
- Bespoke, mandatory unconscious bias training for all staff.

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