

Gender Pay Gap Report 2024-UK



BrightHR is the fastest growing company in the Peninsula Group of companies and is a leading HR and Health & Safety software provider in the UK offering software that removes HR and Health & Safety administration and legislation burden, alongside tools that help small businesses grow. As part of the Peninsula Group, BrightHR provides software to over 100,000 clients.

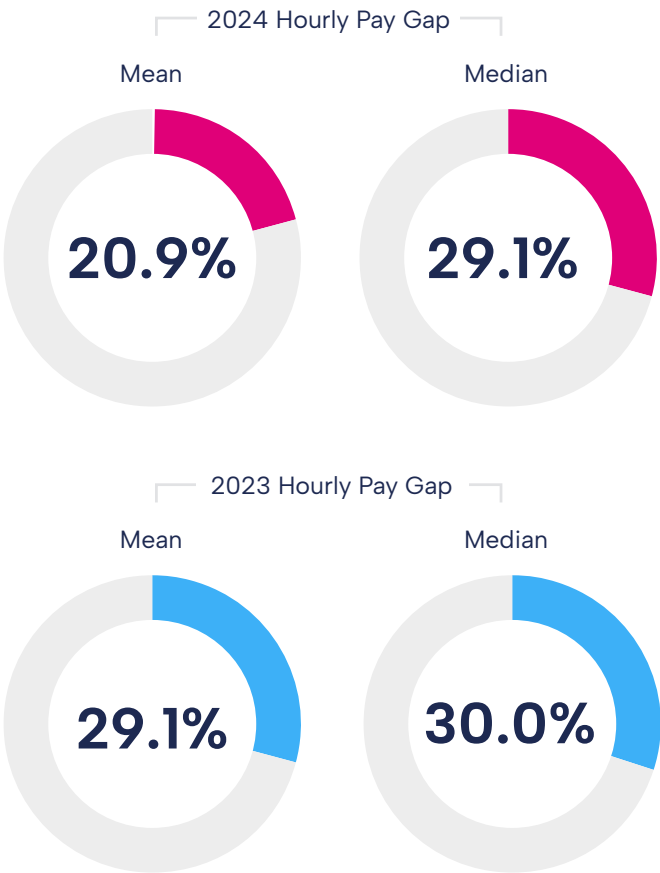
With 294 staff, BrightHR has a pre-eminent position in the market and takes pride in being an exciting and equitable place to work.

At BrightHR, 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. BrightHR is an Equal Pay employer – men and women performing equal work receive equal pay.

BrightHR does have a pay gap – the Mean Pay Gap is 20.9% in 2024 and the Median Pay Gap is 29.1%. These figures reflect the higher paid salaries earned by members of the IT teams that have a higher proportion of males, as well as the significant levels of commission and bonuses earned by the sales team, where women also make up a lesser proportion of the tenured sales workforce. However, at BrightHR, the recruitment pipeline of new talent entering the sales team is more balanced with male and female new starters. BrightHR's senior leadership team is positively balanced with an equal split of male and female leaders.

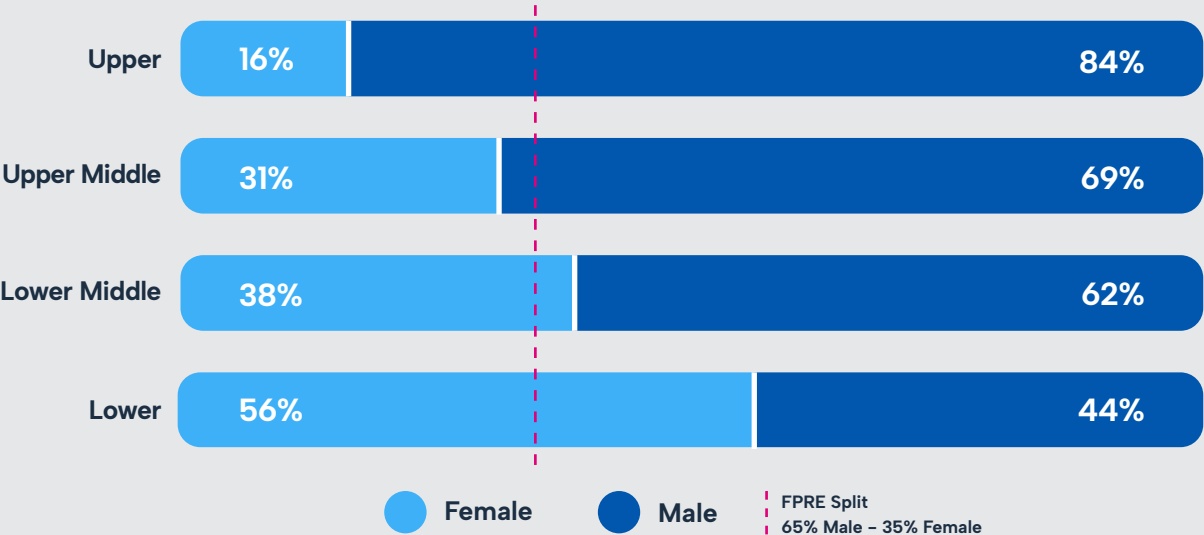
All these elements of salary, commission and bonuses are included in the calculation of the Hourly Pay Gap shown here.

The figures in this report are based on the snapshot 5th April 2024.



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 a significant gender pay gap in the lower middle, upper middle, and upper quartiles, a result of the large number of sales and IT role tenured staff, historically more male dominated professions.



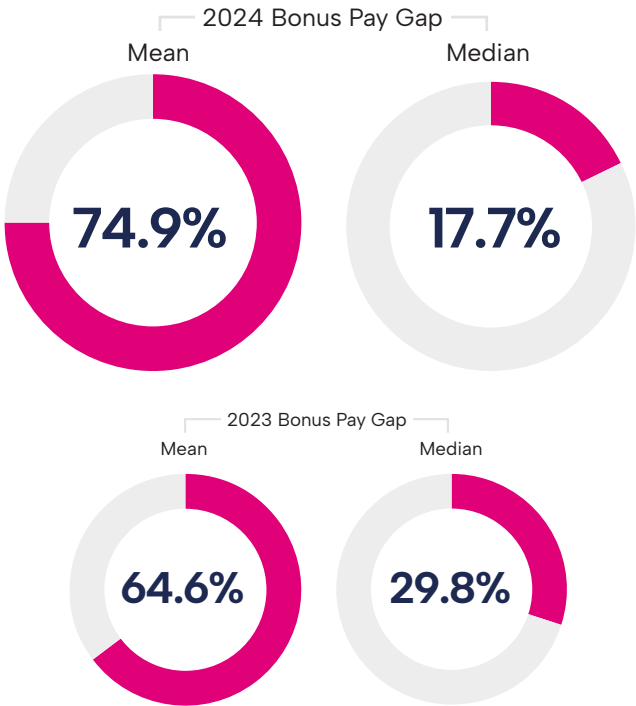
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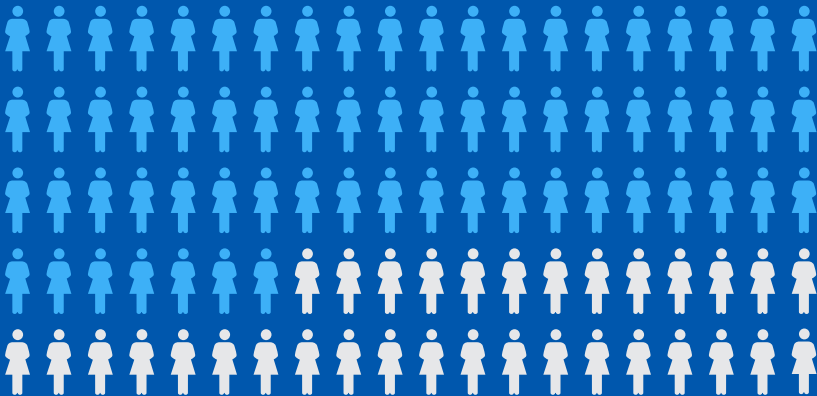
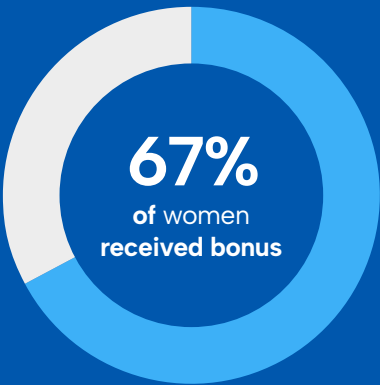
Bonus Payments

Bonus payments include bonus, commission and profit share schemes. The proportion of men and women receiving payments are similar, with 67% female and 68% men, proportion of all staff 67% receiving bonuses in the year.

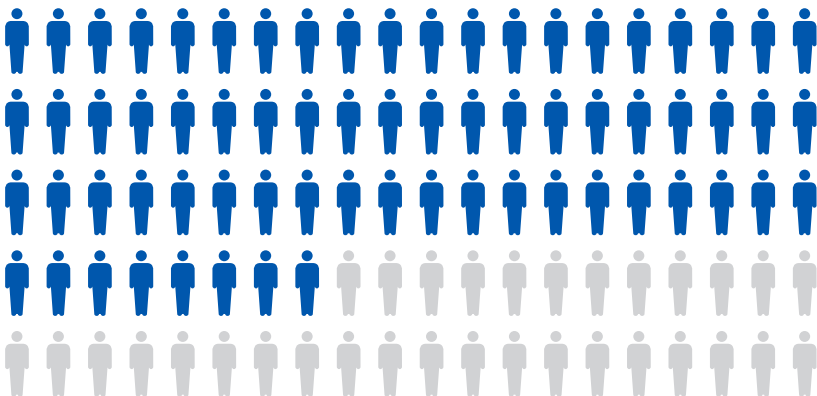
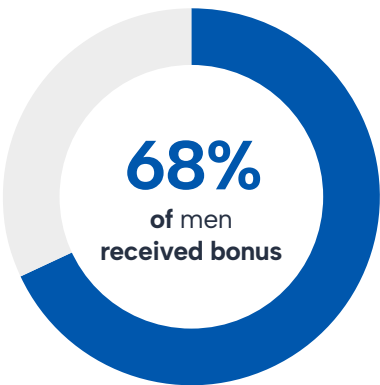
However, the quantum of the bonuses does vary significantly because the figures are heavily influenced by the inclusion of sales commissions paid to the male dominated sales team. There is Equal Pay amongst the sales team (and across all the company) with all members paid in accordance with the same commission structure. The Bonus Pay Gap mean is 74.9%, favourable to men. However, the Median Bonus Pay Gap is significantly better at 17.7%, favourable to men.



63% in 2023



71% in 2023



I confirm that the data published in this report is accurate. **Jordan Foster, Group Chief Financial Officer.**