

## Action Sustainability Gender Pay Gap Report 2022/23

### Background

Action Sustainability Trading Ltd is a small firm with a mission to inspire sustainable business through knowledge and technology. We are not obliged by law to report our gender pay gap but we do it because we think it is the right thing to do. The business is wholly owned by 2 male co-Directors. The senior leadership team in the reporting period comprised 3 men and 2 women.

In FY 2022/23 the business employed 14 men and 27 women. The business has employed a higher percentage of women since its inception.

### Gender pay gap by hourly pay

The Gender pay gap for 2022/23 (previous years figures in brackets):

- Mean gender pay gap by hourly pay 18% (20%)
- Median gender pay gap by hourly pay 16% (20%)

This represents a slight improvement on the previous year, mostly driven by the policy to develop staff and promote from within wherever possible. A number of promotions occurred during the year, most of which were for women. Whilst the top tier of the business remains quite male dominated, the business is growing and recent recruitments to senior positions have been better gender balanced.

### Gender pay gap by bonus

The Gender pay gap for 2022/23 (previous years figures in brackets):

- Mean gender pay gap by bonus pay 46% (78%)
- Median gender pay gap by bonus pay -13% (-5%)

The business has changed the way it pays bonuses compared to the previous period:

- The two co-owners and Directors no longer receive a bonus as the business profitability has grown significantly
- All team members qualify for a profit share scheme which includes an equal share of the bonus pot regardless of salary or status
- All team members have the opportunity to earn additional bonus based on achieving their personal objectives
- Some team members with P&L or work winning accountability have the opportunity to receive substantial bonuses. Currently the three highest bonus earners are men. The business has already offered some women the opportunity to have work winning roles so a further improvement is expected next year.

### Data by quartile

Looking at data by quartile:

- Upper quartile 60% male, 40% female (57/63)
- Upper middle quartile 20% male, 80% female (43/57)
- Lower middle quartile, 30% male, 70% female (0/100)

- Lower quartile, 40% male, 60% female (17/87)

The improvement in female employees in the upper middle quartile reflects strongly the policy to promote from within but more needs to be done at the senior level and to recruit more women into bonus earning roles.

**Shaun McCarthy OBE**

**Director, Action Sustainability Trading Ltd.**

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