

Gender Pay Gap 2024/2025 - reporting data from April 2025 - Boundless

The gender pay gap is a measure of labour market or workplace disadvantage, expressed in terms of a comparison between men's and women's average hourly rates of pay. So, while it is about pay, it's also about other factors, such as occupational segregation, or the fact that in the main it's women who look after children and other dependants. Gender pay gap reporting doesn't specifically ask who earns what, but what women earn as compared with men. It provides a framework within which gender pay gaps can be surfaced so that, both inside and outside the workplace, we can think constructively about why gender pay gaps exist and what to do about them. The gap can be measured in various ways, and it's important to understand how, in any specific context, the gap is being measured. A gender pay gap can be expressed as:

- a positive measure, for example, a gap of 13.9% – this indicates the extent to which women earn, on average, less per hour than their male counterparts
- a negative measure, for example, a gap of -9.2% – this indicates the extent to which women earn, on average, more per hour than their male counterparts. This may happen, for example, if you employ a high proportion of men in low-paid part-time work and/or your senior and higher-paid employees are women.

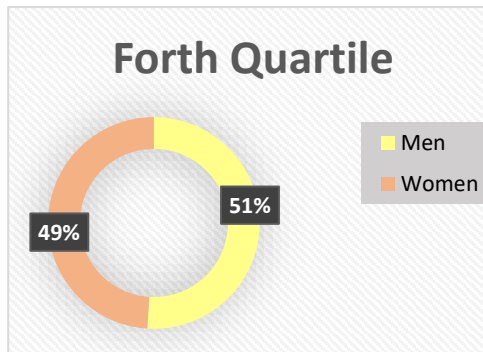
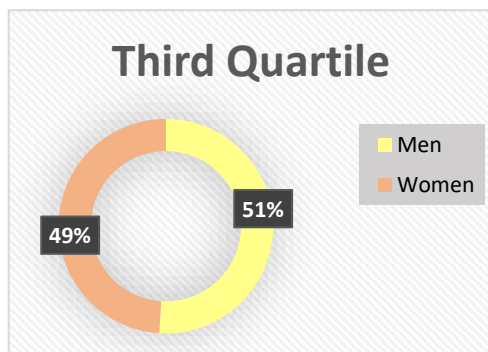
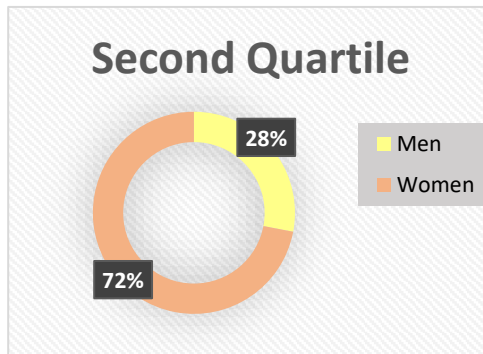
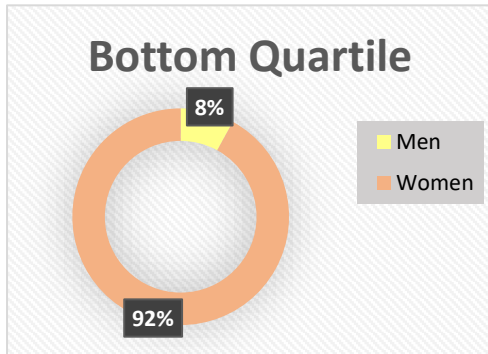
When looking at the gender pay gap, we're analysing the mean and median gaps. The calculations are based on:

- gross ordinary pay (including basic pay, piecework pay, shift premiums, paid leave pay and allowances)
- bonus pay (personal, team bonuses and so on) paid in the relevant pay period (pay period including the snapshot date)
- by the snapshot date (31 March for the public sector, 5 April for businesses and charities)

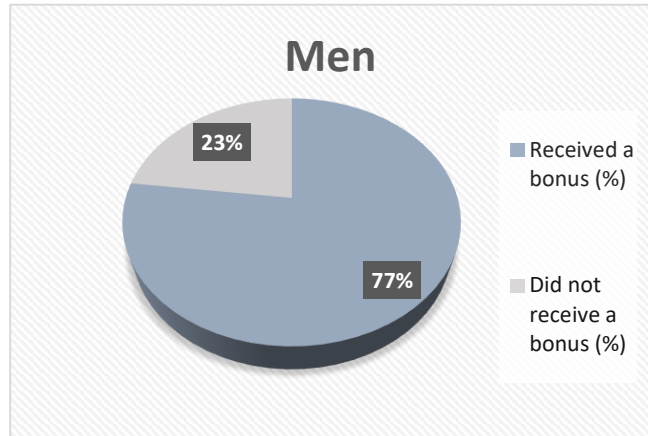
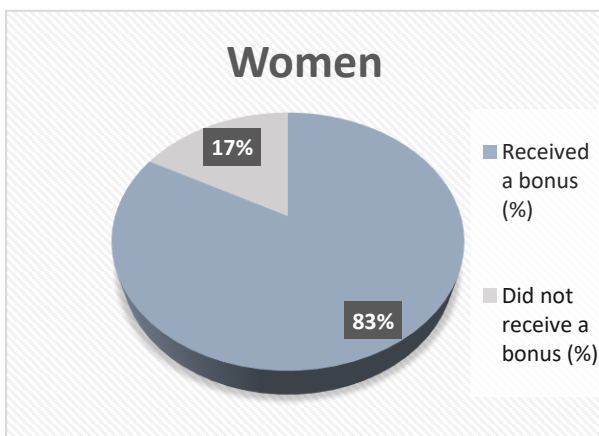
The mean is calculated by adding up all the wages of employees in a company and dividing that figure by the number of employees. This means the final figure can be skewed by a small number of highly paid individuals. The median is the number that falls in the middle of a range when everyone's wages are lined up from smallest to largest (quartiles) and is more representative when there is a lot of variation in pay.

Boundless Gender Pay Gap 2024/2025

Boundless by CSMA Gender pay Gap		
Difference between men and women		
	Mean	Median
Pay Gap	28.16%	4.47%
Bonus Gap	69.97%	40.09%



Proportion of males and females receiving a bonus payment.



The mean pay gap has slightly increased from 27.1% to 28.16% from last year's report. The median pay gap has decreased from the previous year from 8.4% to 4.47%. The reason for the gap remains the higher number of younger casual female employees, resulting in lowering the median hourly rate to £11.75, versus the male median hourly rate of £12.30.

Our mean bonus gap has increased from 65.8% to 69.97%. This is due to the payment of bonus being higher overall for the males, with this higher total being split between 41 male employees receiving bonus, compared to 85 females receiving bonus. The median bonus gap has increased from 34.8% to 40.09%.

The female workforce in the bottom quartile has increased by 13% from 79% to 92%. This is due to the increase in casual female workers.

We have for the second year closed the gap in the third and fourth quartile to 51% being female and 49% being male. This shows stable increase of women in the higher quartiles and males increasing in the lower, second quartile.

How Boundless is tackling its gender pay gap

Boundless is committed to addressing the gender pay gap and promoting diversity and inclusion within the organisation. While progress has been made over the years, we recognise the need for continued action to drive positive changes in this area. This report outlines our key initiatives and ongoing efforts.

Key Actions and Initiatives

Boundless actively promotes the uptake of flexible working for men by promoting shared parental leave and offering enhanced shared parental pay at the same level as enhanced maternity pay.

This approach addresses the fact that the gender pay gap often widens dramatically after women have children and seeks to ensure that not only women carry the responsibility of reduced working hours and pay as a result of starting a family.

Our family leave and flexible working arrangements are available to all employees to support the redistribution of caring responsibilities. In the past ten years, over 85% of women who have taken maternity leave have returned to work either full-time or part-time, and all requests for flexible working have been accommodated and accepted by the business with little or no negotiation.

Notably, over 20% of all employees who have taken maternity/shared parental leave have done so on more than one occasion during their employment at Boundless. We will continue to monitor the proportion of men and women taking shared parental leave, and the proportion of women who stay at Boundless after more than one instance of maternity leave. Last year, we reviewed and improved our Family-Friendly policies, allowing extra flexibility and assistance for our employees.

We regularly gather feedback from employees on work-life balance and our flexible working policies and arrangements. Over 90% of our employees state that Boundless promotes a good and healthy work-life balance, and this is reflected in our working practices. The permanent flexible hybrid working model further enhances the flexibility offered to employees.

Our recruitment process contains both structured and unstructured interviews in order to reduce the impact of unconscious bias creeping in and influencing decisions. At Boundless, we use skill-based assessment tasks as part of our recruitment process. Rather than relying only on interviews, we ask candidates to perform tasks they would be expected to perform in the role they are applying for. We use their performance on those tasks to assess their suitability for the position. The task is the same for all applicants applying for the role, and our standardised scoring process ensures fairness across candidates. All our roles are advertised internally, giving an equal opportunity to all to apply.

Internal applicants, like external candidates, are part of a structured interview process that includes a standardised scoring system to ensure fairness across candidates. We work with several recruitment and search agencies who assist in filling our vacancies. We actively encourage all agencies to provide gender-balanced shortlists. This is of particular importance to us and an essential requirement when recruiting for senior/executive-level roles.

To further promote diversity and reduce the impact of unconscious bias in recruitment, we will keep ensuring that all recruitment panels are gender-balanced, that the leadership team and managers have undertaken unconscious bias training, and that our Equality, Diversity, and Inclusion policy is shared with recruitment agencies.

We operate a structured gender-neutral pay and reward process. Starting salaries are set according to level of skills and experience of the employee, fairly and consistently. Other remuneration, including benefits and bonuses, are set in a structured way across the business. The company's Pay and Reward policy is available to all staff.