

Gender Pay Gap Report 2025



Introduction

At Idox, our people are at the core of what we do, and we strive to nurture a culture of support and authenticity, ensuring our colleagues feel valued for who they are, and the talent and contribution they bring to the organisation, customers and colleagues.

As a growth software company, we understand the importance of Diversity, Equality, Inclusion and Belonging (DEIB) in influencing creativity, innovation and success. Integrity is one of our four core pillars, and this is critical to our commitment in continuously learning and evolving our approach to DEIB for the benefit of all, and we welcome the transparency and insights that Gender Pay Gap reporting brings.

Our efforts to address any gaps, continue to result in a YoY reduction, and in 2025, Idox Gender Pay Gap reduced to 18.68%, compared to 20.77% in 2024. Females represent 36% of UK colleagues in the UK, a 1% increase from previous year.

Whilst this progress is encouraging and indicative of our organisation's commitment to fostering gender equality, we acknowledge that there are still improvements to be made, and a number of activities are underway as part of our 2026 business planning in relation to our recruitment process, succession planning and salary review processes. It's essential to recognise that our pay gap is reflective of broader trends within the technology sector in the UK. However, we remain committed to closing this gap and ensuring equity within our pay structures.

We firmly believe that diversity provides strategic advantage as well as morally being absolutely the right thing to do. As we continue to operate a fair workplace, by fostering a culture of inclusivity and equity, we position ourselves for long-term success in an increasingly diverse and competitive global marketplace.

Our data

Mean gender pay gap



The difference in average hourly rates of pay that male and female employees receive by taking all hourly rates of pay and dividing by the total number of employees in scope.

Median gender pay gap



The difference in the midpoints of the ranges of hourly rates of pay for male and female employees, by ordering rates of pay from lowest to highest and comparing the middle value.

Mean bonus gender gap



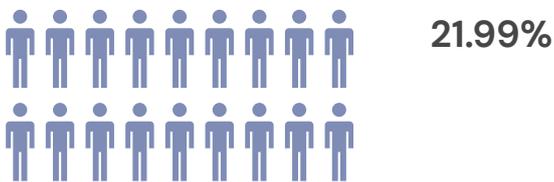
The difference in average bonus pay that male and female employees receive.

Median bonus gender gap

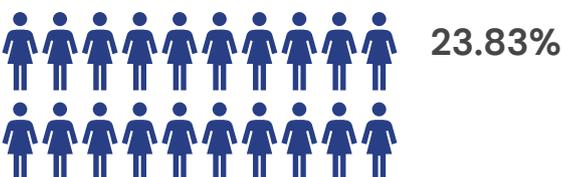


The difference in the midpoints of the ranges of bonus pay that male and female employees receive.

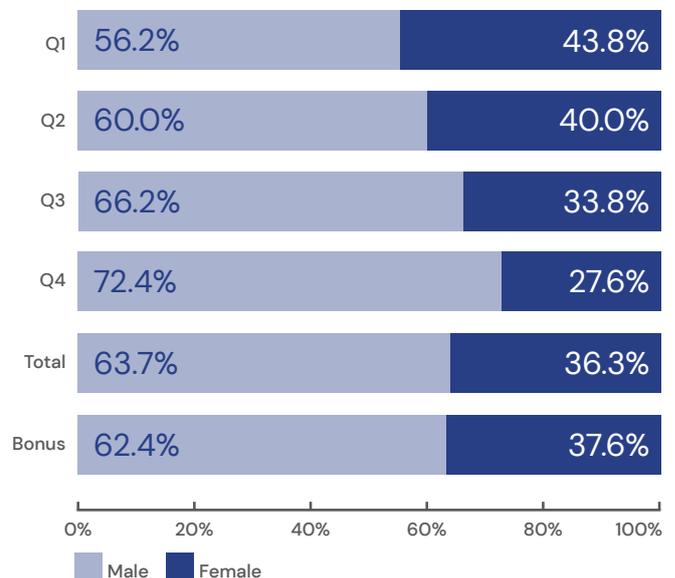
Proportion of males receiving a bonus payment



Proportion of females receiving a bonus payment



Proportion of males and females in each pay quartile



Our current commitment

At Idox, we are committed to achieving gender equality across all levels of our organisation. Through a combination of ongoing initiatives and strategic planning, we are actively working towards creating a more inclusive and diverse workplace where every individual has equal opportunities to thrive.

Creating opportunities

A key initiative we continue to evolve is our Idox Elevate programme, designed to support and develop existing and aspiring female leaders across the business. The programme evolved last year, to introduce a series of Masterclasses to face into common, evidence based areas of opportunity. Idox Elevate continues to provide tailored opportunities for networking, mentoring, and career progression, ensuring that women have access to the guidance and resources they need to feel and perform at their best. The programme also incorporates a focus on women's health and wellbeing, recognising the vital role these factors play in professional growth and long-term success. By investing in leadership development, creating a supportive environment, and championing equal opportunities, we are working to close the gender pay gap and continue to build a more balanced and inclusive future at Idox.

Developing future leaders

Our My Growth programme is in its second year, as our company-wide learning and development programme designed to

support the growth of colleagues and future leaders across all areas of the business. My Growth provides structured opportunities for professional development at every level, from continuous improvement to coaching and leadership skills, and strategic account management. As part of our commitment to driving gender balance, we are actively encouraging female participation in this programme, to ensure that more women are set up for success in leadership roles, and one route to influencing the participation is the visibility of female's leading on My Growth initiatives and sharing their experience.

There has been significant focus on our Early Careers colleagues, with the addition of some bespoke workshops, focusing on confidence building, self awareness and presentation skills, topics which have regularly been voiced as areas of development during interactions with this population of colleagues, many of whom are female and therefore part of our future succession.

Mentoring our people

Our mentoring scheme, continues to play a pivotal role in fostering professional development and supporting gender diversity within our organisation. With a robust network of mentors (of which 50% are female) and mentees (45% female), we are providing invaluable guidance and support to individuals at all stages of their careers.

Our future commitment

Looking to the future

As we look ahead, we recognise that there is still work to be done in achieving our goal of increased female representation in the higher quartiles by 2027. To this end, we are committed to working closely with the Idox Elevate programme to create more opportunities for fast-tracking females into senior leadership positions and developing our My Growth programme so we have a succession plan for our future work.

We are in the process of planning the implementation of our new Learning Management System, with formal DEIB training being a critical part of our tendering and selection process, to ensure we continue to educate and raise awareness across all colleagues, in addressing bias and increasing understanding of diversity and inclusion.

Idox remains dedicated to championing the importance of gender equality and there is unwavering commitment across the leadership team and colleagues globally to create a work environment where everyone can belong and excel, irrespective of their gender. This is absolutely integral to our culture and DRIVE core values (Dynamic, Responsibility, Integrity, Valued, Excellence).

In summary, our work on gender equality reflects our ongoing dedication to creating a more inclusive and diverse organisation, where every individual has the opportunity to reach their full potential.

Declaration

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Meaden

Chief Executive Officer

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