

Gender Pay Gap Report 2023





Introduction

At Idox, we believe in equal opportunity for all. 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 and empowered. As a technology company, we understand the importance of Diversity, Equality, and Inclusion (DEI) in driving innovation and success. We are committed to working with integrity to progress our approach to DEI and as such, we welcome the transparency Gender Pay Gap reporting brings.

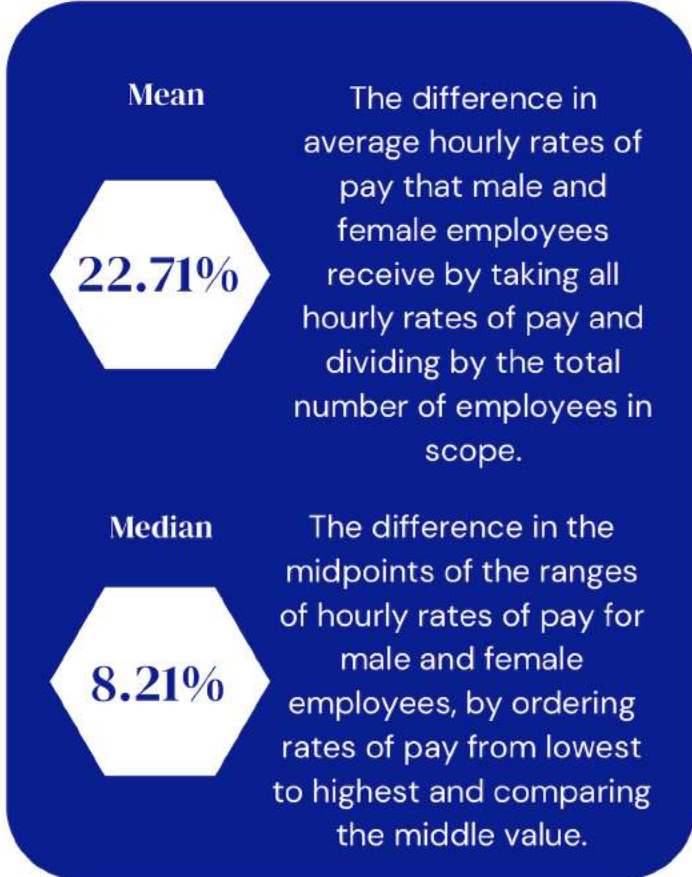
In 2023, Idox achieved a notable milestone in reducing our mean Gender Pay Gap by 7.19% to 22.71%, compared to 29.9% in 2022. While this progress is encouraging and indicative of our organisation's commitment to fostering gender equality, we acknowledge that there is still work to be done. It's essential 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.

At Idox, we firmly believe that diversity is not only a moral responsibility but also a strategic advantage. By fostering a culture of inclusivity and equity, we are not only creating a more equitable workplace but also positioning ourselves for long-term success in an increasingly diverse and competitive global marketplace.

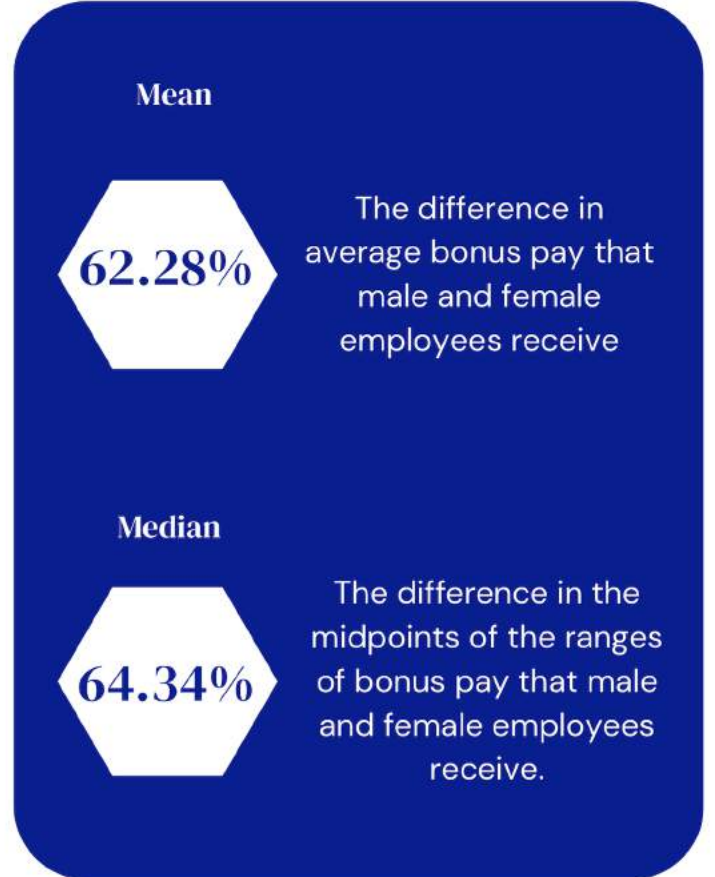
Our Data



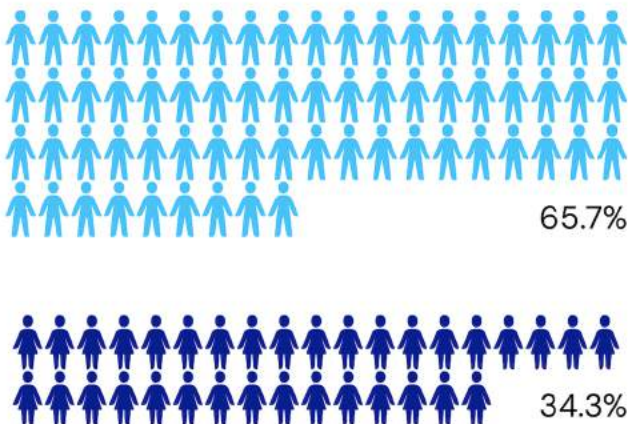
Pay Gap



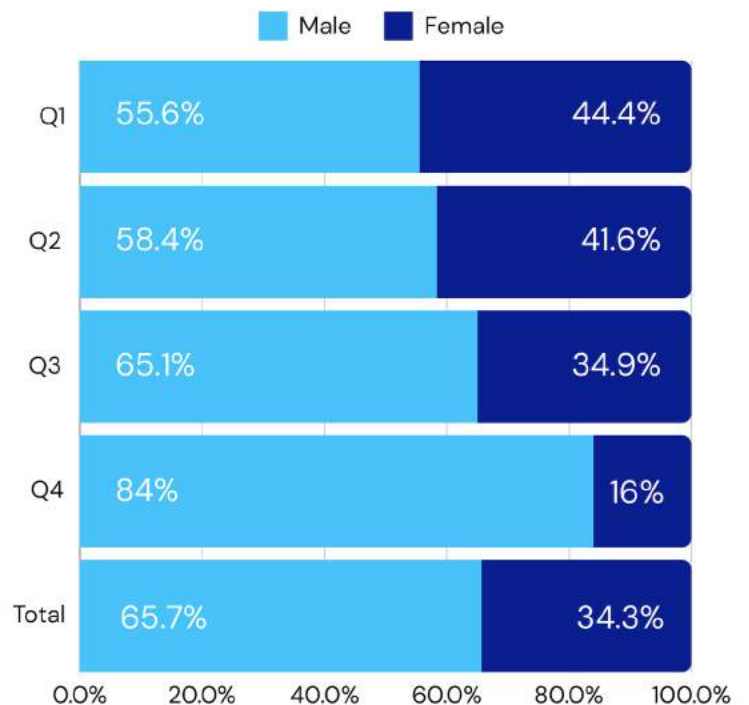
Bonus Gap



Proportion of males and 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

Our Idox Elevate programme remains a key part of our efforts to advance gender equality in Idox. With Executive Leadership Team directors serving as mentors, we provide invaluable support and guidance to aspiring female leaders, helping them navigate their career paths and break through barriers to advancement. Additionally, our Women Returners initiative aims to reintegrate talented women back into the workforce after career breaks, further strengthening our commitment to gender diversity.

Developing Future Leaders

For people growing their careers we have introduced a programme called Leading Together. This helps us develop the talent in our organisation and demonstrates our proactive approach to developing future leaders with a strong emphasis on gender representation as part of our wider diversity and inclusivity work. In the programme for 2022–23 we are committed to prioritising female representation and are aiming for a minimum 40% female cohort in the first year to ensure that our leadership pipeline is reflective of the diverse talent within our organisation.

Mentoring Our People

Our mentoring scheme, which has been in place for several years, 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 62.5% are female) and mentees (57% 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 50% female representation in each quartile 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 leading together programme so we have a succession plan for our future work. Additionally, we will conduct a full audit of our recruitment processes and provide retraining to all hiring managers to ensure fairness and equity in our hiring practices. The introduction of formal DEI training, aimed at addressing bias and increasing understanding of diversity and inclusion, will further support our efforts in promoting gender equality.

Through these actions, alongside the support of our leadership team and employees, Idox remains dedicated to championing the importance of gender equality. It is not only integral to our culture and DRIVE core values (Dynamic, Responsibility, Integrity, Valued, Excellence) but also a testament to our unwavering commitment to creating a workplace where everyone can thrive, regardless of gender.

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.



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