

# Oxa UK Gender Pay Gap Report 2024



This report reflects data from the snapshot date of 5th April 2024  
(and bonus data from 12 months prior to this).

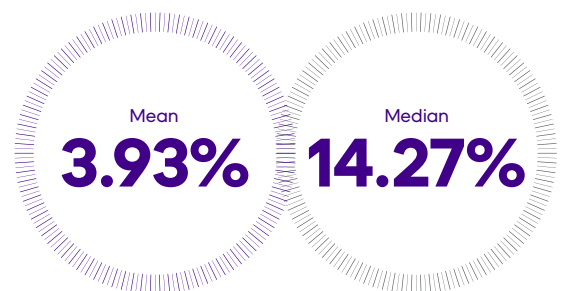
## Percentage of men and women in each hourly pay quartile

In April 2024 80% of Oxa's UK employees were men and 20% were women. Representation is relatively consistent across the pay quartiles, with relatively more women in the lowest paid quartile and relatively more men in the upper middle paid quartile.

| Quartile              | % Men | % Women |
|-----------------------|-------|---------|
| Upper Quartile        | 82%   | 18%     |
| Upper Middle Quartile | 90%   | 10%     |
| Lower Middle Quartile | 79%   | 21%     |
| Lower Quartile        | 69%   | 31%     |

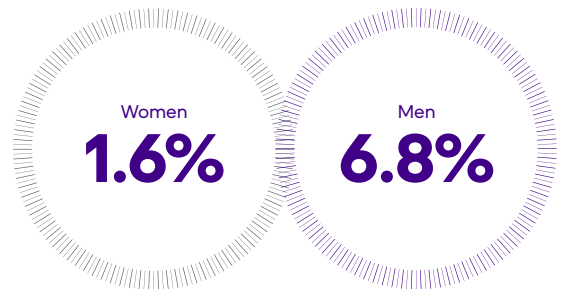
## Hourly pay gap

If you take the average (mean) pay of all of the women and compare that to the average of all of the men, then men are paid slightly more (3.93% higher). When looking at the median, the middle paid man earns 14.27% more than the middle paid female (on that snapshot date). As the numbers of women working at Oxa are relatively low, these figures could fluctuate in future years.



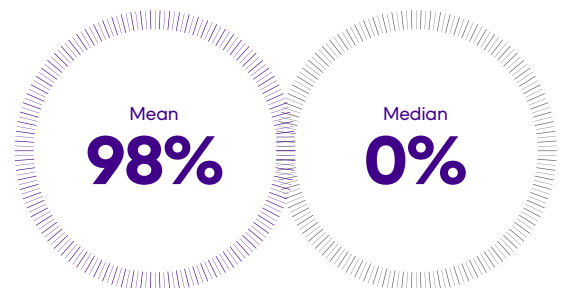
## Percentage of men and women receiving a bonus

Bonus payments at Oxa include the commercial bonus scheme, referral bonuses and any one-off lump sum joining bonuses. These figures reflect the higher numbers of men in the Commercial team and higher numbers of men making referrals.



## Bonus Pay Gap

The mean (average) bonus for men over the 12 month period is influenced by the commercial bonuses, which are received by significantly more men than women due to the composition of the team. Referral bonuses are a fixed value based on the level of the individual successfully hired.



I confirm the data in this report is accurate and meets the needs of the Gender Pay Gap Reporting regulations.

**Gavin Jackson**, Chief Executive Officer