

octopus

A brighter way

Narrowing the gender pay gap

Octopus Group Gender Pay Gap 2021

Overview

2021 saw a rise in our gender pay gap both from a mean pay perspective (+6%) and a mean bonus perspective (+12%). While disappointing, our gap has increased due to higher numbers of men being employed in our investment business, where roles attract higher total reward packages. Our funds have performed positively and generated payments to senior members of our investment teams which have skewed both the mean pay and mean bonus percentage. Whilst there has been an increase in our gender pay gap, we remain committed to reducing this gap and will continue to focus efforts on increasing senior female representation in our investment roles.

Over the past 12 months we have continued our gender parity efforts through initiatives such as signing the Women in Finance Charter, continuously assessing our recruitment activity and employee value proposition; and increased exploration of our internal talent processes. Information on these can be found further on in this document.

Our analysis is based on data compiled for the 12-month period ending on 05 April 2021.

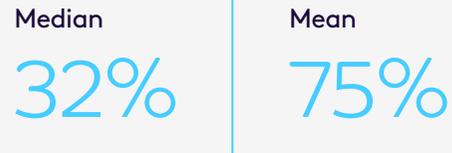


Pay and bonus gap

🕒 Pay Rate Differential



£ Annual Bonus Differential



The median represents the middle point of a population. If you lined up all the women in a company, and all the men, the median pay gap is the difference between the hourly pay rate of the middle man compared to the middle woman.

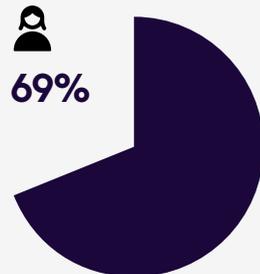
The mean pay gap is the difference in the average hourly pay for women, compared to men, within a company.

Percentage of males and females receiving a bonus

Men

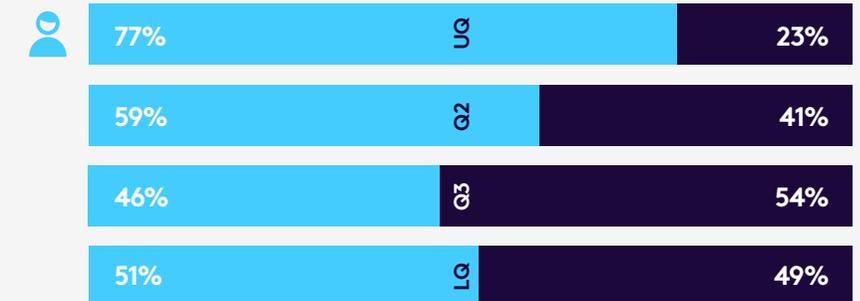


Women



Our gender proportions across pay quartiles

Men

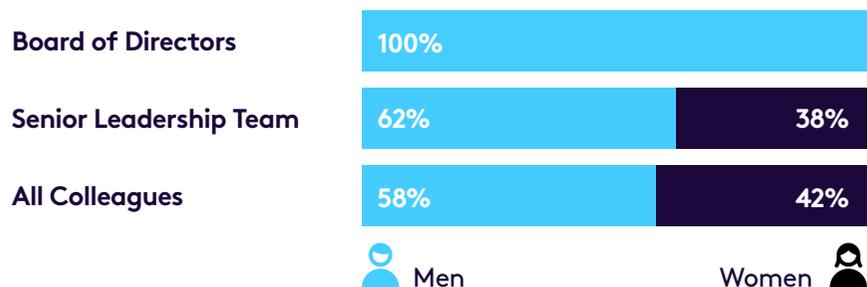


Women

Looking to the future: Closing the gap in a sustainable way

Women in Finance Charter

This year we signed the Women in Finance Charter as part of our commitment to create a diverse and balanced industry. As part of signing the charter we committed to a 50/50 gender split in senior roles by May 2025, agreed to publish our progress against this commitment externally and shared our intention to link the pay of the senior executive team to delivery against our gender diversity targets. We will be holding ourselves accountable by publishing our progress against this target.



To bring about meaningful change will take time. Whilst we have a high percentage of women in many of our senior roles across the business, we need to continue to actively recruit and develop women into senior investment roles. These roles attract higher remuneration packages which will help to further reduce our gender pay gap.

Recruitment

Recruitment remains a key area of focus as part of addressing the gender pay gap and we continue to perform well with 45% of new employees hired in 2021 being female. When recruiting or creating job specifications, Octopus eliminate gender biased language from all advertisements, using a gender-bias-decoder. We have also introduced hiring manager training on recruitment and unconscious bias and track the gender of candidates that apply at each stage of the recruitment process allowing us to understand changes throughout the application process.



We have partnered with an external agency to help us increase the number of senior female candidates applying for vacancies within our business.

Flexibility & Shared Parental Leave

At Octopus we continue to reinforce flexible working to help our employees balance their working and personal lives, without limiting their opportunities for progression and growth. 2021 continued our hybrid approach to working in the office and at home, with Octopus continuing to offer a comprehensive package of support for all our employees ranging from 121 personal coaching, to counselling, to meditation – with a separate bespoke offering for all Octopus parents.

We continue to promote our enhanced shared parental leave and encourage either parent, regardless of gender to utilise six-months paid leave in the first year of birth or adoption of their new family member. This approach shows our continued commitment to supporting female employees in returning to the workplace at a time and pace that suits them.

Retaining Talent

Following on from the success of our new talent processes established in 2020, we continue to refine and enhance our process. Identification of appropriate training courses specifically tailored to women remain on our agenda alongside transparent conversations on progression at Octopus.

Our career frameworks provide clarity on the skills, behaviours and knowledge required for roles in our organisation alongside career conversations and our internal mentoring programme. In 2021 we also introduced salary bands to provide clarity on earning potential of roles at Octopus, and clarity for females who are joining us and may not have the confidence to enquire or negotiate on salary, as well as encouraging our male colleagues to share parenting responsibilities.

