

An aerial photograph of a public space where the floor is painted with a large-scale pattern of blue and white clouds. Several people are walking across this space. In the top left, two women in black clothing are walking. In the top right, a man in a maroon shirt and khaki pants is walking. In the center, a man in a blue shirt is carrying a child in a pink shirt on his shoulders. Below them, a woman in a pink shirt and black skirt is walking. On the right side, a group of three people (two women and one man) are walking. On the left side, a woman in a grey jacket and a child in a green shirt are walking. The overall scene is bright and open.

# Octopus Gender Pay Gap Report 2022

**octopus**investments  
A brighter way

At Octopus, we believe that diversity makes a business stronger and that our teams are at their best when everyone feels safe to bring their whole self to work. We are committed to promoting equal opportunities for growth and development regardless of race, gender, religion, sexual orientation, age, disability, or socio-economic background.

### The Gender Pay Gap

2022 saw a rise in our gender pay gap from a mean **pay** perspective (+5%) and a decrease in our mean **bonus** perspective (-2%). At Octopus, men and women are paid equally for doing the same or similar jobs. The key factor behind our pay gap is that overall, we still have more men than women in senior, higher paid positions. We remain committed to reducing the gender pay gap and will continue to focus our efforts on attracting, retaining and developing females across Octopus particularly in our investment roles.

**+5%**  
mean pay  
gap

**-2%**  
bonus pay  
gap

### Pay gaps

	2021	2022	Change
<b>Pay gap mean</b>	40%	45%	5%
<b>Pay gap median</b>	27%	23%	-4%
<b>Bonus pay gap mean</b>	75%	73%	-2%
<b>Bonus pay gap median</b>	32%	51%	19%

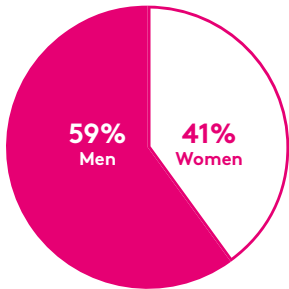
Whilst we continue to recruit and promote females into senior positions within Octopus, it remains that we still have a higher number of men employed in our investment business, where roles attract higher total reward packages.

All figures are based on 5 April 2022. Bonus pay gap calculations are based on employees who were paid a bonus in the 12 months to the snapshot date of 5 April 2022.

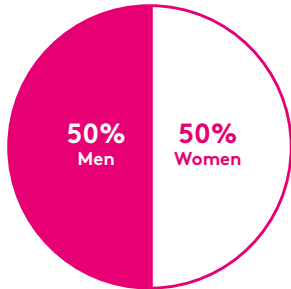
Pay and  
bonus gap

If all company employees were lined up in female and male lines - in order of pay from highest to lowest, the median gender pay gap compares the hourly pay of the woman in the middle and the hourly pay of the man in the same position. The mean gender pay gap shows the difference in the average hourly rate of pay between men and women in a company).

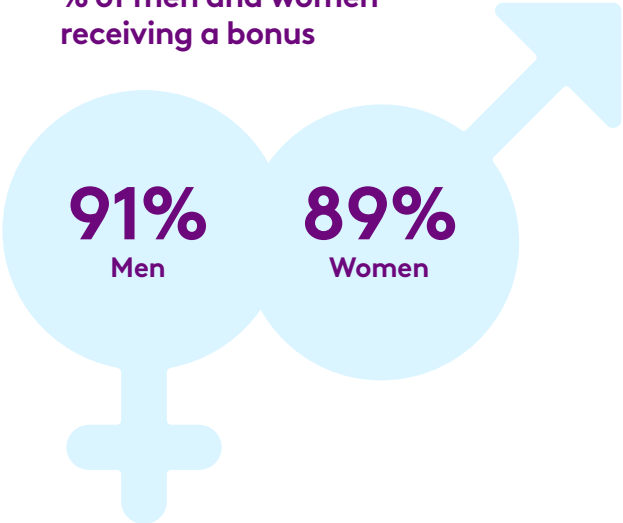
Current senior roles



May 2025 commitment

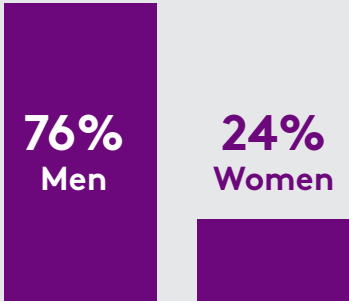


% of men and women  
receiving a bonus

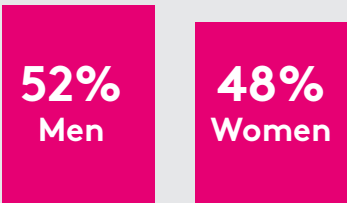


Our gender proportions across pay quartiles (2022)

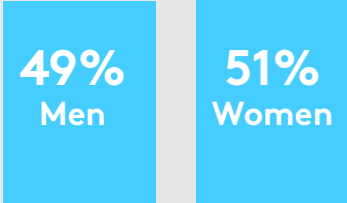
Upper Quartile



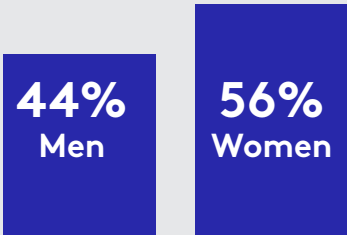
Second Quartile



Third Quartile



Lower Quartile



## Closing the gap

### Women in Finance Charter

In 2021 we signed the Women in Finance Charter as part of our commitment to create a diverse and balanced industry. We committed to a 50/50 gender split in senior roles by May 2025. We currently have 41% of our senior roles filled by women.



### Recruitment

Recruitment plays a large role in supporting our commitments to reduce the Gender Pay Gap and over the last year we have:



### Advertising & Assessment

- Ensured 100% of our advertised roles have been through a gender decoder
- We've established a partnership with Diversifying - a diversity job board with an average of 35k visitors a month
- Our managers have completed unconscious bias training which covers recruitment best practice
- To avoid unconscious bias, we switched on functionality in our recruitment system to stop interviewers seeing prior feedback until they have left their own feedback
- Worked hard to ensure we have diverse interview panels across the business.

### Early Careers & Outreach

- Committed to tackling the gender pay gap at a grass roots level. We have attended outreach events at schools, colleges and universities to promote careers in investments and Octopus to diverse groups.
- We have two early careers recruitment initiatives – our yearly apprenticeship cohort and future generations rotation scheme. Both of these cohorts have 50% women.



- We partner with 10,000 black interns offering internships in our investment teams. We offered permanent roles to two female interns from our most recent cohort from this programme.
- In partnership with a local council the Octopus Ventures team provide annual work experience for students from local schools.
- In partnership with Regeneration Brainery the Octopus Real Estate team hosted 25 students from low income backgrounds offering insights into a career in property.

### Flexibility & shared parental leave

We continue to reinforce flexible working to help our employees balance their working and personal lives, without limiting their opportunities for progression and growth. We offer a comprehensive package of support for all employees ranging from 121 personal coaching, to counselling, to meditation — with a separate bespoke offering for all Octopus parents, Parent Cloud. 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 after the birth or adoption of their new family member. In the last year five people took part in SPL (four males and one female).



### Retaining talent

We continue to enhance our talent processes (established in 2020). Our career frameworks provide clarity and transparency on the skills, behaviours and knowledge required for roles in our organisation. Alongside these we offer career conversations and our internal mentoring programme. This year we will be providing females who are on our succession plans with coaches to support their personal growth and development.





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