

Gender Pay Report 2018

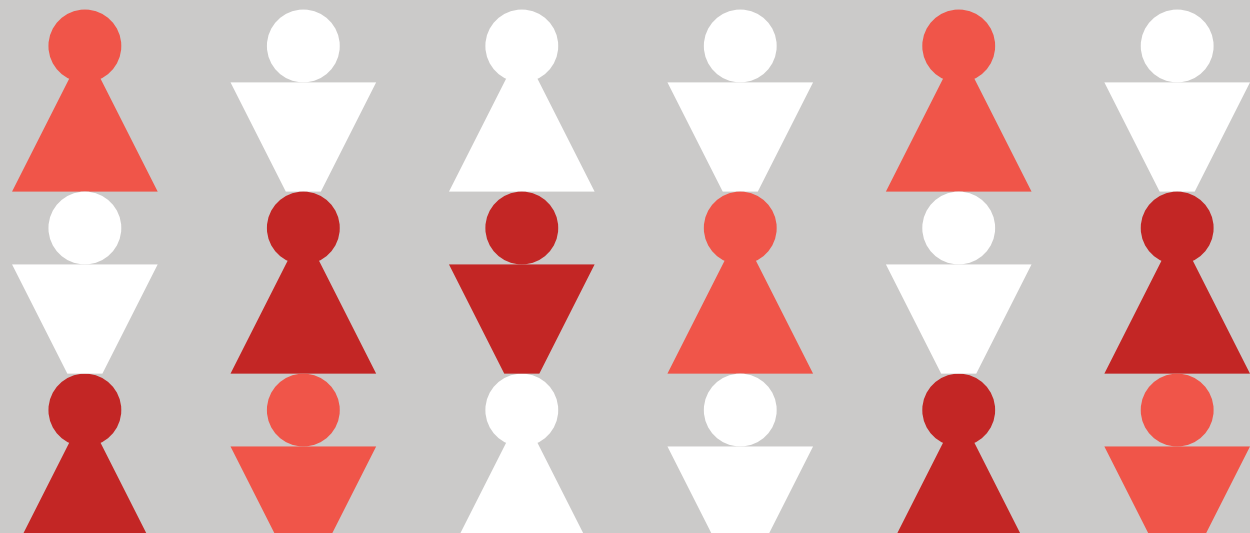
Creditsafe Business Solutions Ltd

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OTHER BUSINESS
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ACTIVITIES N.E.C.



The Creditsafe Story...

Creditsafe, the business intelligence experts are the world's most used provider of online company credit reports and have been officially voted as one of the best companies to work for in the UK 2012-2017. We have over 250,000 subscription customers worldwide, employ over 1,100 'Creditsafers' globally, and have 16 offices in 14 countries worldwide.

Our continued growth and success is attributed to the passion that our employees have for our business, this is evident in all of our operations worldwide and something that we're extremely proud of.

Exporting our unique company culture to every country in which we launch, Creditsafe has demonstrated that when a company places a focus on "creating a company where people want to come to work every Monday morning", it transcends geographical or cultural differences.

Within the Creditsafe Group, we are a family of companies that aspire to develop continuously, whilst ensuring we create a workplace that supports high performance through maximal employee engagement.

This report is created to provide an understanding of the recently reported Gender Pay Gap within the UK business of Creditsafe.



Gender Pay at Creditsafe

These figures demonstrate the Gender Pay Gap across the UK Creditsafe Offices

An important point to note is that Gender Pay Gap reporting is very different to equal pay. Where as equal pay focuses on the parity between the remuneration of men and women doing the same or similar jobs, Gender Pay Gap reporting places a focus on any differences that exist in the average (mean and median) hourly pay between ALL men and women within an organisation, regardless of role or function.

As can be witnessed in any salary benchmarking data, different jobs attract different levels of remuneration and benefit. Similarly levels of seniority or responsibility will affect both the basic and variable earning potential within a particular role discipline.

The variation in the numbers detailed to the right indicates that a higher proportion of senior roles in Creditsafe are held by males. This factor has been exasperated in the recent figures by higher ranking females within the organisation securing positions with alternative companies in different regions. Creditsafe will place a continued focus on re-dressing this imbalance.

Top Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Calculating the figures

The **mean gender pay gap** was calculated by dividing the total relevant (basic salary) earnings of each gender (hourly rate) and dividing it by the total number of female or male employees respectively; the figures from each population were then compared.

The **median gender pay gap** was calculated by comparing the midpoint hourly salary (basic salary) of each of the gender populations.

The term 'bonus' refers to all variable pay that the individual's role benefits from, including but not limited to commission and longer term incentives. Such bonuses are largely confined to the sales and revenue generating departments within Creditsafe. This accounts for the comparatively low percentage of the population earning such variable salary. You will note that the Gender Pay gap is significantly reversed with regard to bonus pay over the measured time frame. This is largely due to a female recipient of a significant bonus that was competed for as an international sales incentive. The qualification criteria was directly associated with performance and personal revenue targets being regularly exceeded.

Hourly Rate Women's hourly rate is:	27.30% Lower (Mean)	26.90% Lower (Median)
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Bonus Pay Women's bonus pay is:	5.00% Higher (Mean)	354.20% Higher (Median)
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Who Received Bonus Pay	57.20% of Men	64.50% of Women
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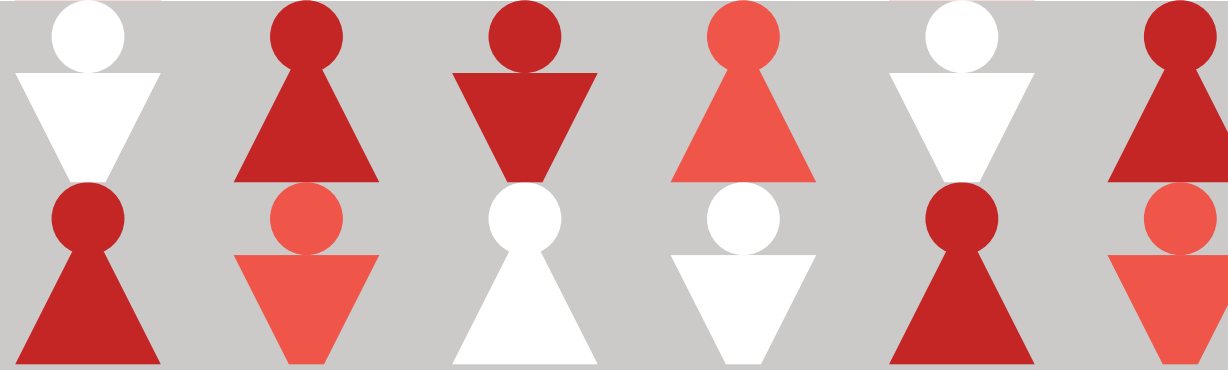
Looking Ahead

Addressing imbalances

In review of the report, certain imbalances have been brought to light that the business will aim to address over the next 2 – 5 years. The action taken will always consider:

1. Efforts will continue to be taken (particularly when working with third party recruitment providers) to ensure that excellent, gender balanced candidate pools are created.
2. The Creditsafe eLearning system (Dojo) is gaining traction and will continue to increase the opportunity for internal candidate development for both females and males. The advent of a new coaching and mentoring scheme that will include a 'female focus group' will also continue to increase the development and career progression opportunities for all Creditsafe employee's.
3. As an international business, many senior female roles sit outside of the UK. A process of coaching and mentoring will enhance the opportunity for these senior female 'Creditsafers' to assist in the development of UK female talent, again through e-learning and other distance learning measures.





Creditsafe needs to improve and we recognise that. There's an issue and it's worth fixing because we value everyone who we employ.

The goal is to achieve pay equity. We want to ensure we are giving women the opportunities and support to advance into leadership positions within the business.

The gender pay reporting gives us the data and the mechanism to put improvements in place and demonstrate we are the inclusive and gender equitable organisation that we strive to be.

Cato Syversen
CEO, Creditsafe Group

