



TIALIS
ESSENTIAL IT

Tialis Essential IT Manage Ltd

Gender Pay Gap 2023

tialis.com

Gender Pay 2023

Tialis Essential IT Manage Ltd, acknowledges that having an inclusive culture with a talented, diverse, and engaged workforce is fundamental to helping us achieve our ambitions and being able to deliver value to our customers and shareholders.

We encourage and value the contribution of all our employees, to ensure that they succeed by creating an environment where everyone can thrive and give their best, regardless of their gender or background.

Tialis has tailored several strategies to meet organisational needs now and in the future. Our continued focus is to develop a high-performance culture, improving the performance and impact of our teams, whilst providing excellent customer service to all our clients and partners.

The gender pay gap is an equality measure that shows the difference in average earnings between men and women. The Equality Act 2010 (Gender Pay Gap Information) regulations 2016 aims to tackle the gender pay gap that exists in organisations and provide transparency around gender pay gap differences.

Tialis Values



Collaboration

We thrive by working together and recognising the strengths of our team.



Excellence

We are determined to deliver for our customers and strive to delight with our service.



Ethical

We believe in helping organisations thrive without compromising the future of the planet.



Agile

We never stand still. If there is a better way to do something, we will deliver it.



Honest

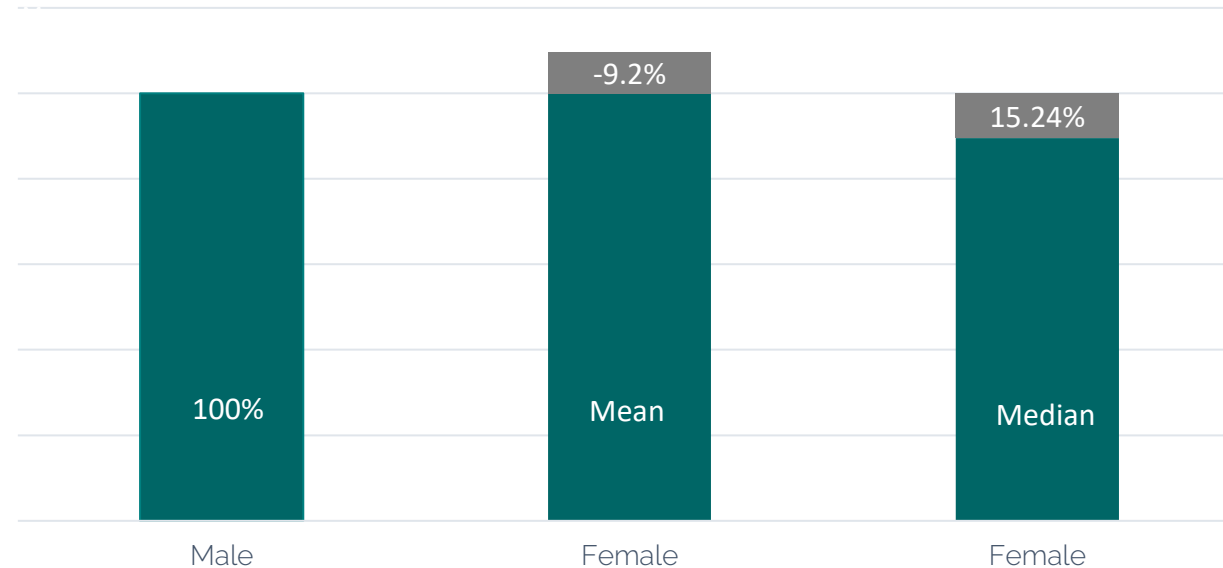
We're open, fair, and always act with integrity. Our customers trust us to be true to our word.



Ownership

We always deliver our best, holding ourselves accountable for results.

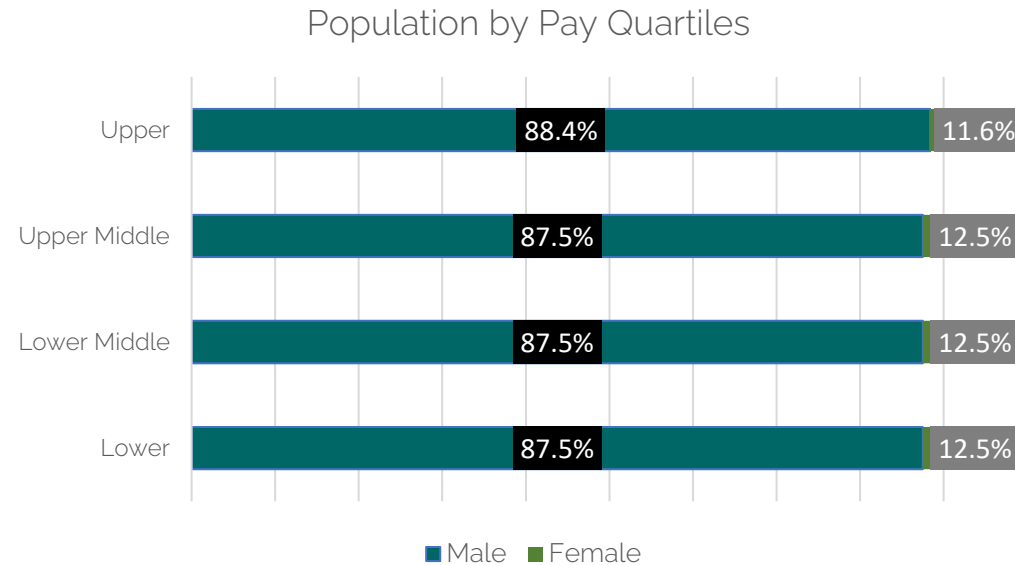
Our Gender Pay Gap



- This graph shows the Mean and Median differences in the hourly rates between our male and female employees. Tialis have a Mean pay gap of -9.2% this means that on average women are paid 9.2% more than men, based on the full pay relevant employees. This has slightly decreased when comparing the published 2022 figures (-9.7%).
- Our Median pay gap has increased from 10.49%, in 2022 to 15.24% this is a gap increase of 4.77% when comparing our published 2022 figures.
- When comparing 2022 to 2023 our male headcount has increased from 130 to 250, whereas our female headcount has increased from 26 to 35.

The figures within this report are compiled in line with the Gender Pay Gap guidelines and are taken from 5th April 2023

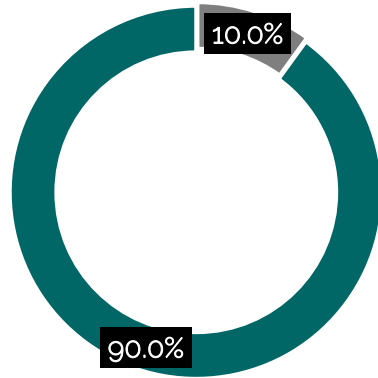
Our Gender Pay Gap



- The above graph shows us that each quartile is represented by more males than females.
- When comparing 2022 to 2023 our male headcount has increased from 130 to 250 (92%), whereas our female headcount has increased from 26 to 35 (35%). This is due to the nature of our business and the contracts we have been awarded.
- The data confirms that there is still work to do and as a business we are working on several initiatives to address these gaps.

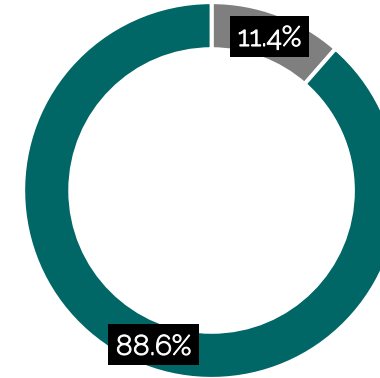
Our Bonus Pay Gap

MALE



■ Receiving a bonus ■ Not receiving a bonus

FEMALE



■ Receiving a bonus ■ Not receiving a bonus

Mean and Median bonus Gap

Mean Bonus Gap	10.5%
Median Bonus Gap	18.6%

- The **mean** point of bonus payments to our female employees has increased in monetary terms, the actual percentage has decreased from -31.3% to a true gap of 10.5%.
- The **median** point of bonus payments to our female employees has improved from a gap of 31.45% to 18.6%.
- When comparing 2022 to 2023 our male headcount has increased from 130 to 250, whereas our female headcount has increased from 26 to 35.

Our initiatives to date and ongoing plans

Like many IT Managed Service Providers, we have over 7 times more men than women in the business. This increase from 2022 figures was due to an Asset Purchase Agreement in February 2023, where Tialis purchased several commercial contracts with associated site, field and support staff. This alone increased the headcount by an additional 124 staff.

Our aim is to remain committed to creating an inclusive culture where everyone can thrive and give their best, regardless of their gender or background. We are taking steps to support this ambition and to ensure more equal representation across our business. We do have a strong Senior Management Team, where females perform pivotal roles to drive the business forward.

We continue to support a 'Hybrid' working culture across several areas of the business. This encourages staff to have the ability to choose a blended approach of working from home and/or attending the office on an ad hoc basis. Consequently, enabling Tialis to promote a healthier work-life balance.

Examples of initiatives to support our ongoing agenda:

Continue to diligently promote our corporate values

Our values promote Collaboration, Excellence, Ethical, Agile, Honest and Ownership. These values are an essential foundation to creating an inclusive culture. They are reinforced through recruitment and recognition mechanisms

Maintain and build upon our resourcing strategy

Continue to promote roles, career opportunities to all our employees by offering to both internal and external candidates through our company system and website, Proactively managing internal moves and progression rather than recruiting externally, Developing career paths to help progression and retention across the organisation, Using different sourcing options to broaden the talent pools we attract candidates from, for example – using Apprentice Programmes, Offering more entry level opportunities, to help remove barriers for females who want a career in the IT industry.

Support to staff


Support for women returning to work through shared parental leave, flexible working, part time, remote working (including working from home) and term-time only opportunities. Support and encourage men to take advantage of flexible working arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave and part time working.

Providing comprehensive development options to cater for our diverse workforce

Continue with our Learning technology which gives all employees access to training

Declaration

We confirm that the information and data reported are accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.

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Tony Everson, Managing Director