



Tialis Essential IT Manage Ltd

Gender Pay Gap 2025

A graphic element consisting of three arrows pointing to the right. The top arrow is teal, the middle is white, and the bottom is light teal. They overlap each other. A single yellow line starts from the bottom right arrow and extends diagonally upwards and to the right across the slide.

tialis.com

Gender Pay 2025

Tialis Essential IT Manage Ltd is committed to fostering a fair, inclusive, and high-performing workplace where all employees can thrive. This commitment underpins our ability to achieve our organisational goals and deliver value to our customers and shareholders.

Our goal is to encourage, support, and value the contribution of every employee. We aim to create an environment where everyone can grow, develop and perform at their best, regardless of gender, background, or any other protected characteristics.

Tialis has implemented several strategies designed to meet organisational needs both now and in the future. Our ongoing focus is to build and sustain a high-performance culture, by enhancing the capability, engagement and impact of our teams while consistently delivering 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 address the gender pay gap that exists within organisations and to provide greater transparency around gender pay 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

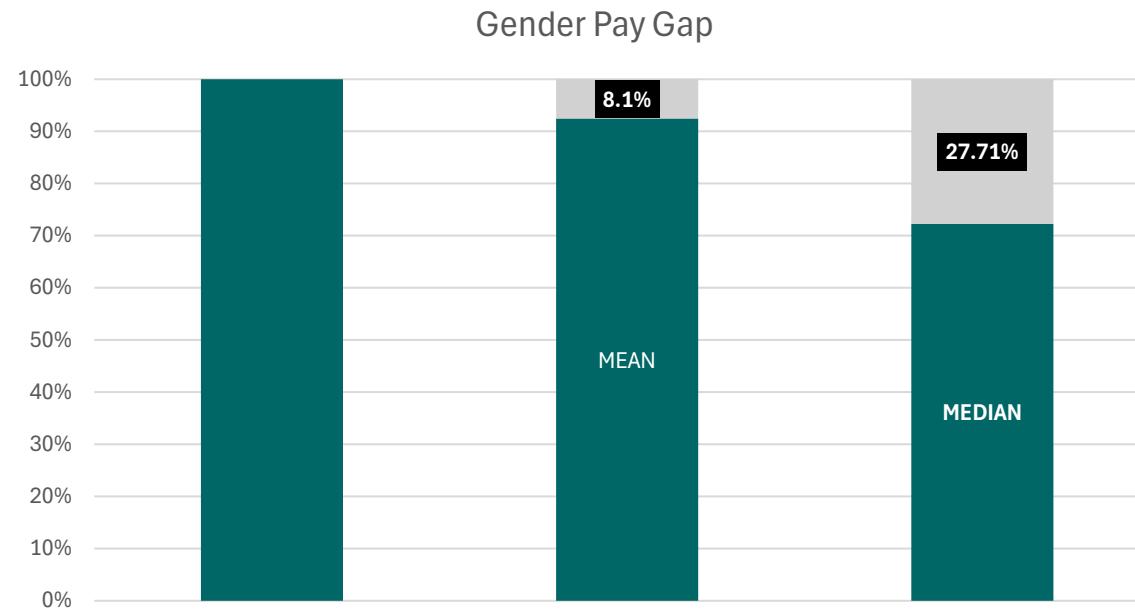
We're open, fair, and always act with integrity. Our customers trust us to be true to our word.



Ownership

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

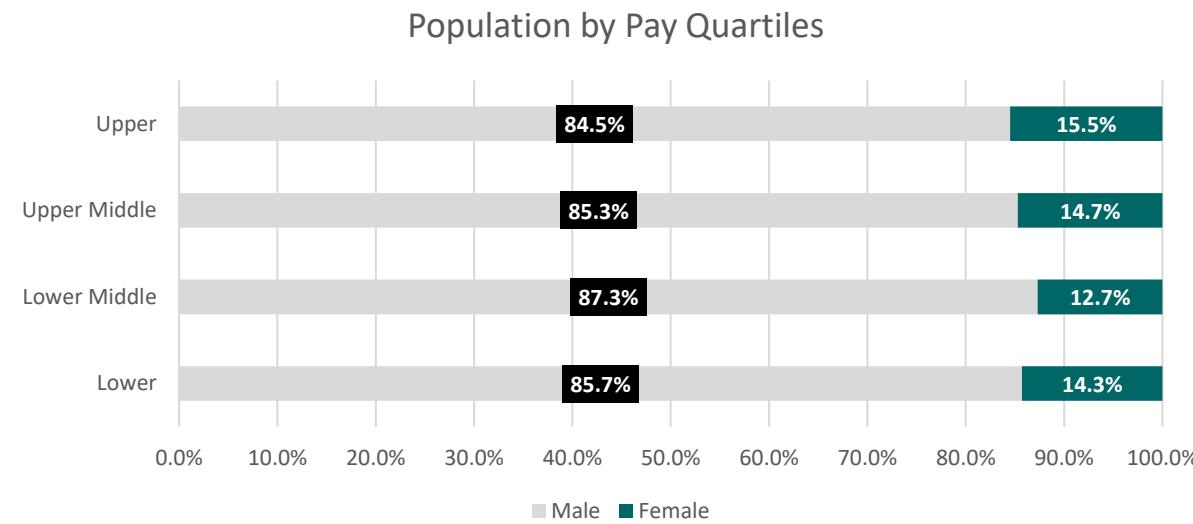
Our Gender Pay Gap



- This graph shows the mean and median differences in the hourly rates between our male and female employees. Tialis has a mean pay gap of 8.1%, meaning men are paid on average 8.1% more than women. This represents a slight increase from the 2024 figure of 7.7%.
- Our median pay gap has increased from 20.84%, in 2024 to 27.71% in 2025. This represents a gap increase of 6.87% when compared with our published 2024 figures.

The figures within this report are compiled in line with the Gender Pay Gap guidelines and are taken from 5th April 2025

Our Gender Pay Gap

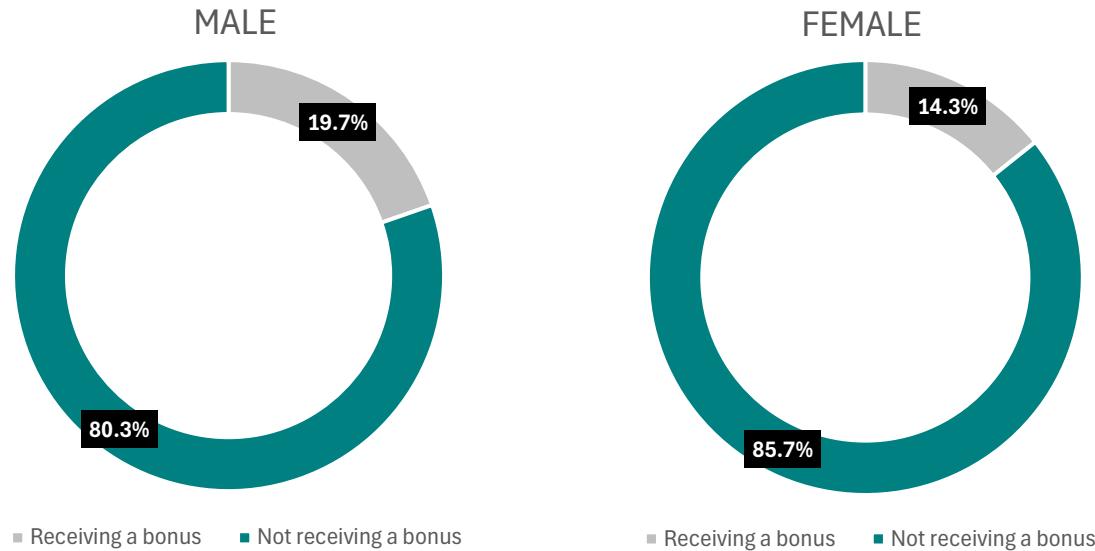


- The above graph shows that each quartile is comprised of a higher proportion of male employees than female employees. Quartiles show how men and women are distributed across pay bands.
- When comparing 2024 to 2025 our male headcount decreased from 240 to 193, while our female headcount reduced only slightly 43 to 42. These changes are largely due to several TUPE's transfers and the nature of our business model, including the contracts we have been awarded.
- The data confirms that there is still progress to be made, and as a business we are actively working on several initiatives to address these gaps.

Our Bonus Pay Gap

Mean and Median bonus Gap

Mean Bonus Gap	-68%
Median Bonus Gap	54.7%



The bonus data for the reporting period shows a contrasting position between the mean and median bonus gaps. Tialis has a mean bonus gap of -68%, indicating that, on average, female employees received higher bonus payments than male employees during the reporting year.

In contrast, the median bonus gap is 54.7%, demonstrating that the midpoint bonus value for male employees remains higher than that for female employees. This suggests that although some women received higher-value bonuses, impacting the mean, the typical bonus awarded to men continues to be greater than the typical bonus awarded to women. This may be influenced by role distribution, seniority levels, and eligibility structures across the organisation.

Together, these results highlight that while the average bonus amounts favoured female employees due to isolated higher payments, the underlying distribution of bonus payments continues to reflect a higher median value for men. Tialis remains committed to reviewing bonus structures and ensuring transparency and fairness in how reward decisions are made.

Our initiatives to date and ongoing plans

In 2025, we observed a slight reduction in the number of female employees, reducing from 43 in 2024 to 42. In comparison, the number of male employees declined more significantly, from 240 to 193. These changes reflect the impact of several TUPE transfers and the nature of the contracts awarded to Tialis throughout the year.

Our aim remains to foster an inclusive culture where everyone can excel, regardless of gender, background, or any other protected characteristics. We continue to take meaningful steps to support this ambition and to work towards more balanced representation across the organisation. We are proud to have a strong Senior Management Team in which women hold pivotal roles driving the business forward, and we remain committed to maintaining female representation at Group Board level.

We continue to support a hybrid working culture across several areas of the business. This approach enables employees to adopt a blended pattern of working from home and attending the office on an ad hoc basis. By offering this flexibility, Tialis promotes a healthier work-life balance and supports the diverse needs of our workforce.

Examples of initiatives to support our ongoing agenda:

Our corporate values—Collaboration, Excellence, Ethical, Agile, Honesty, and Ownership. These form an essential foundation for creating and sustaining an inclusive culture at Tialis. These values guide how we work, how we support one another, and how we deliver for our customers. They are embedded throughout the employee lifecycle and consistently reinforced through our recruitment processes, performance discussions, 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,
- Promote, where possible, career paths to help progression and retention across the organisation,
- Use different sourcing options to broaden the talent pools we attract candidates from, for example – using Apprentice Programmes,
- Offer more entry level opportunities, to help remove barriers for females who want a career in the IT industry.

Support to employees

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.

DocuSigned by:

Nicola Chown

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Nicola Chown

Chief Financial Officer