



TIALIS
ESSENTIAL IT

Gender Pay - 2022

Your Strategic Technology Partner
[Tialis.com](https://www.tialis.com)

Gender Pay - 2022

Tialis Essential IT Manage Ltd, formerly known as IDE Group 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

Respect

Excellence

Sustainability

Trust

Accountability

A responsible employer

A great place to work

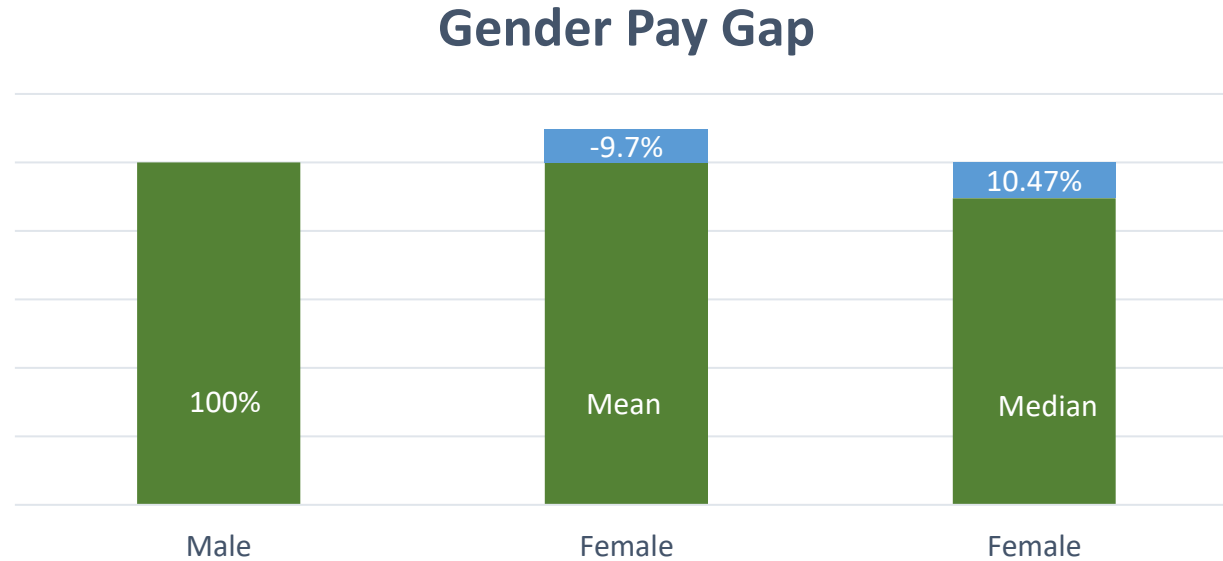
Constantly striving for excellence

Improving our environmental impact

Easy to do business with

Committed to delivering value

Our Gender Pay Gap

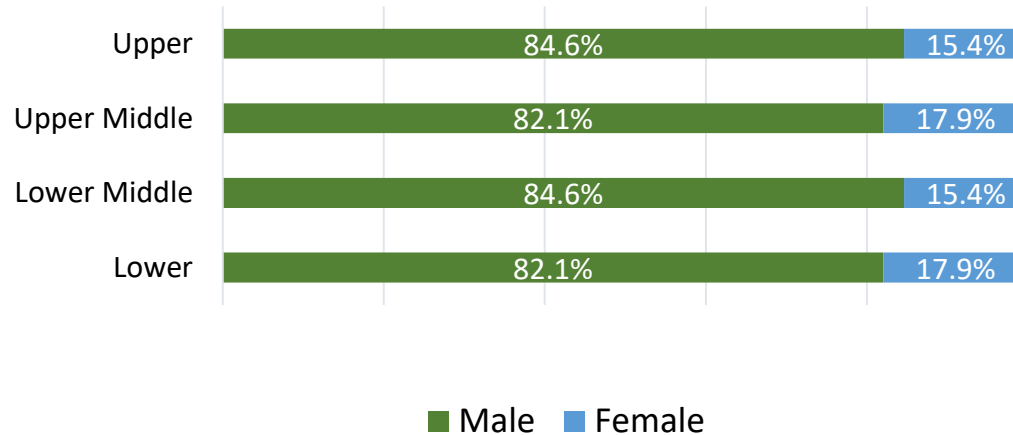


- This graph shows the Mean and Median differences in the hourly rates between our male and female employees. Tialis have a Mean pay gap of -9.7% this means that on average women are paid 9.7% more than men, based on the full pay relevant employees.
- From our published figures for 2021, this is a positive change increase of 11.2% in favour of women.
- Our Median pay gap has also reduced from 13.59%, in 2021 to 10.47% this is a decrease of 3.12% from our published 2021 figures.

The figures within this report are compiled in line with the Gender Pay Gap guidelines and are taken from 5th April 2022

Our Gender Pay Gap

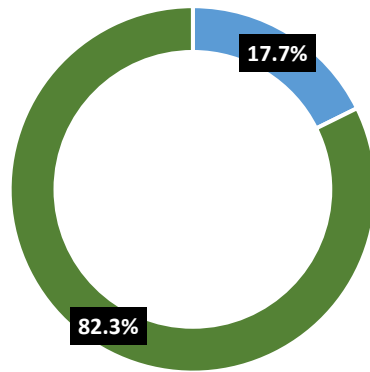
POPULATION BY PAY QUARTILES



- The above graph shows us that each quartile is represented by more males than females, the largest of these is with the 'Upper and Lower Middle quartiles' where female employees represent 15.4% respectively.
- It is encouraging to see that the Upper Middle Quartile has increased from 15.1% in 2021 to 17.9% in 2022. Furthermore the Lower Quartile has also improved for women from 28.3% in 2021 to decreasing to 17.9% in 2022
- The data confirms that there is still work to do and as a business we are working on a number of initiatives to address these gaps.

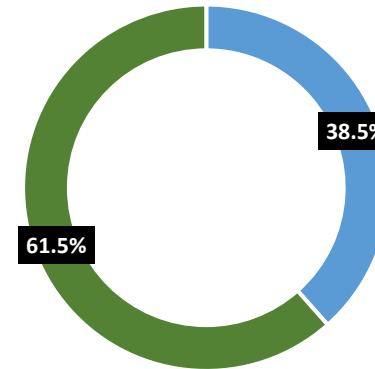
Our Bonus Pay Gap

MALE



■ Receiving a bonus ■ Not receiving a bonus

FEMALE



■ Receiving a bonus ■ Not receiving a bonus

Mean and Median bonus Gap

| | |
|------------------|---------|
| Mean Bonus Gap | -31.31% |
| Median Bonus Gap | 31.45% |

- The **mean** point of bonus payments to our female employees has decreased from -79.30% in 2021 to -31.31% higher than our male employees.
- The **median** point of bonus payments to our female employees has decreased from 37% in 2021 to 31.45% than our male employees.

Our initiatives to date and ongoing plans

We understand that while we are aware that there is still more work to do with closing our Gender Pay Gap a review of our figures reveal that progress is still being made. Like many IT manage providers, we have over 4 times more men than women in the business. We continue to be 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. However, we do have a Senior Management Team that is almost a 50:50 split of females to males.

We continue to adopt a 'Hybrid' working culture across several areas of the business.

Examples of initiatives to support our ongoing agenda:

Continue to diligently promote our corporate values

- Our values promote Collaboration, Respect, Excellence, Sustainability, Trust and Accountability
- The CRESTA 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.

DocuSigned by:

Tony Everson

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Tony Everson, Managing Director

