

123 REG UK GENDER PAY GAP REPORT: APRIL 2020

Since 2017, all UK companies with more than 250 employees are required to publish their gender pay gap figures, which reports the differences in average pay between their male and female employees. This should not be confused with the pay received by men and women for doing the same or equivalent work, also known as equal pay. The 2019/20 gender pay gap data for 123 Reg is available on the UK government website and has been included below.

Although this is the first year that 123 Reg has met the UK requirements for publishing these figures, we have been reporting our pay analysis for the past four years as part of GoDaddy's annual global diversity and pay equity report. This methodology accounts for similar job, level and geography, and highlights that we have reached pay parity at GoDaddy for our global employee population. We report global gender pay analysis every year because it helps us to evaluate our performance, identify areas for improvement and encourage transparency in the tech industry.

Like most businesses, 123 Reg has experienced considerable disruption from Covid-19 over the last 18 months. However, this has not affected our focus on pay parity for all our employees, since our mean (16.6%) and median (18.1%) hourly gender pay gap are both within 3% of the UK national average (15.5%).

There are still some areas for improvement though, namely when it comes to the bonus payments that our male and female employees receive. This is due to an imbalance of men and women in senior positions, where bonuses are typically more common, which we are continuing to improve on.

One of our key initiatives in this regard has been the introduction of a system that proactively identifies employees for promotion, regardless of their gender, so that any eligible employees who aren't vocal on this matter aren't overlooked. Shortly after we launched this system, promotions among our female employees increased by approximately 33%, while promotions for male employees remained unaffected. Furthermore, in 2020, around 20% of our director-level roles were filled by women, compared to 8% in 2019 globally.

When we report our UK gender pay gap figures next year, we hope to be in a better position than we are today. Our strategy centres around continuous improvement – a characteristic that underpins much of what we stand for, particularly when it comes to our employees. As such, we will continue to operate initiatives that will enhance the diversity of our business, such as:

- [Unconscious bias training for hiring managers and interviewers](#)
- [Committing to our 11 Employee Resource Groups \(ERGs\), which bring together employees of different genders, ethnicities, sexual orientations and abilities](#)

123 Reg has always been enriched by a diverse, talented team, and we firmly believe that this inclusivity will be crucial in delivering sustainable growth and driving our long-term success.

Sara Rego
Managing Director

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The table below sets out the 123 Reg Gender Pay Gap results for the period from 2019/2020.

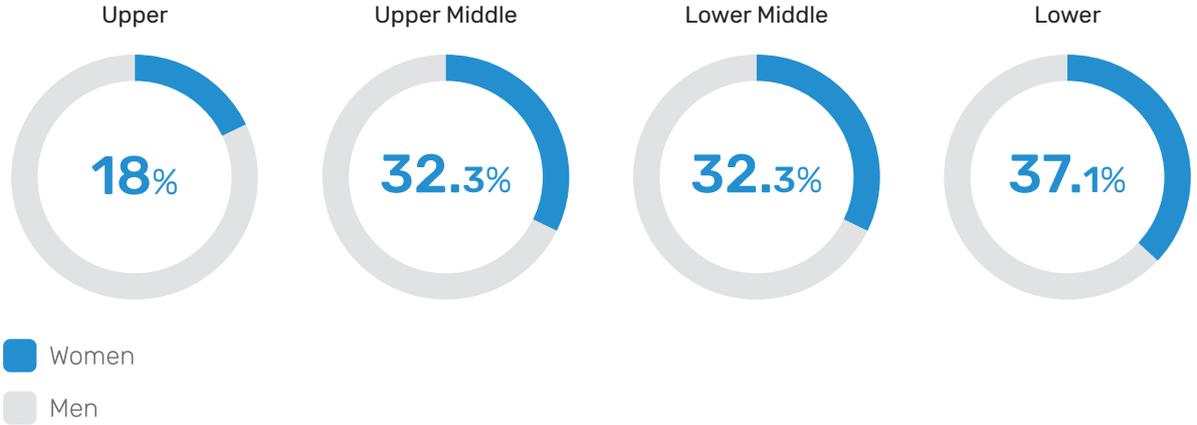
123 Reg Pay Gap:

The calculations below show our mean and median gender pay gap based on hourly rates of pay during the pay period that includes the snapshot date of 5 April 2020. The mean is the average, and the median is the middle number when hourly rates of pay are ranked from lowest to highest. The data does not take in to account employees' specific roles or seniority, or how these impact pay.

	Mean	Median		Women	Men
Hourly Pay Gap	16.6%	18.1%	% Relevant employees receiving a bonus	64.1%	73.1%
Bonus Gap	58.1%	40.2%			

Pay Quartiles:

In the UK, we are also required to report on the percentage of men/women in each of our 4 pay quartiles. Our pay quartiles are generated by ranking employees' pay from high to low. This list is then divided on 4 quartiles, each of which will show the percentage of mean and women in each pay quartile across 123 Reg.



I confirm that the information contained in this report is accurate.

Nick Daddario, Director.