

A large, stylized blue silhouette of a person's head and shoulders, facing right. The silhouette is composed of several geometric shapes, including a rounded top, a rectangular neck area, and a pointed chin. It is set against a dark blue background.

2023 Gender Pay Gap Report

Summary

We're a values-led business, and we see success by working together and recognising the differences in all our people. One of our values at Checkatrade is 'do the right thing' and it's reflected in everything we do – from attracting and recruiting the right people for our roles, to retaining and nurturing our people while they're with us and providing opportunities to develop and grow. Reporting our gender pay gap is important because we recognise where we are and are committed to taking the right steps to close the gap.

What is the Gender Pay Gap

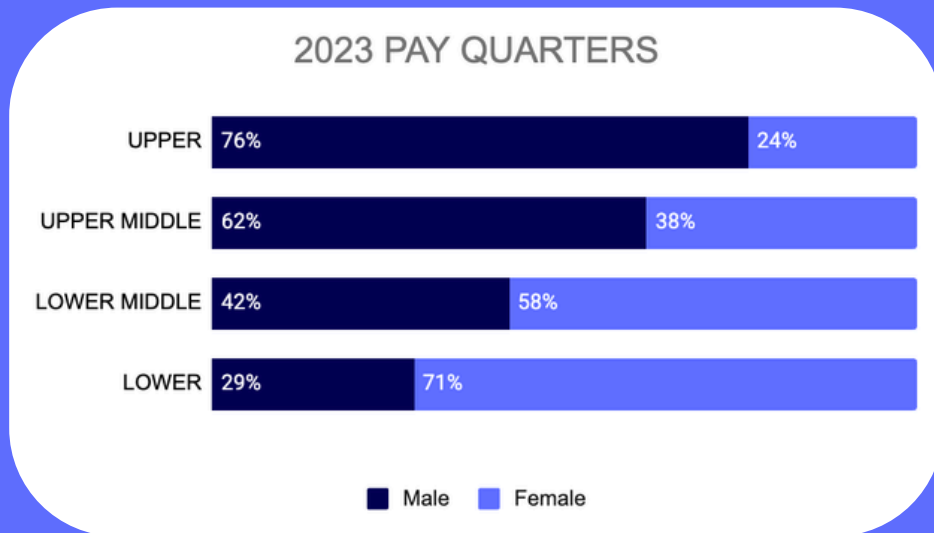
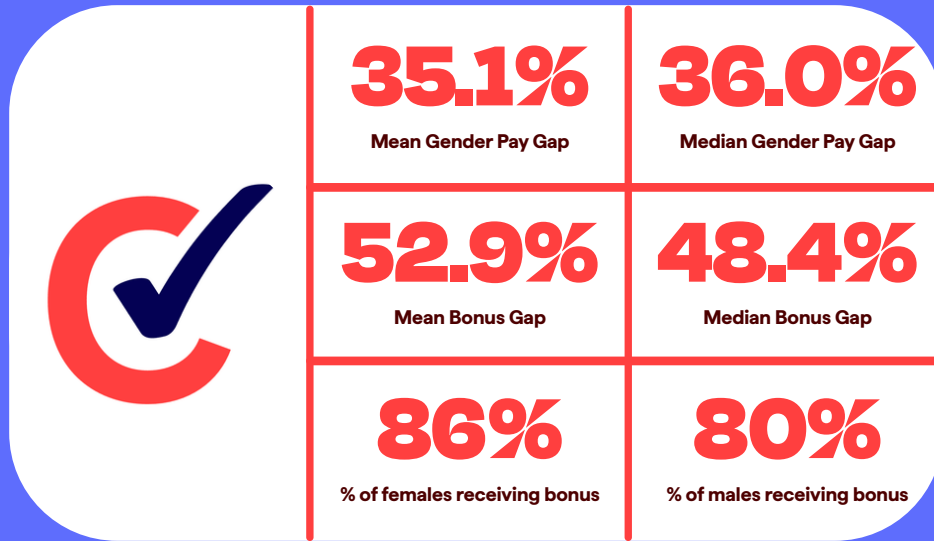
The gender pay gap is the average difference in hourly rates of pay between men and women. A positive pay gap favours men and a negative pay gap favours women. The calculation doesn't compare pay for men and women doing the same job, but it does compare between men's and women's average hourly rates and whether both are equally distributed across levels of seniority. This report covers the gender pay results for Checkatrade as well as the proportion of employees who received a bonus, at the snapshot date of 5 April 2023.

Why do we have a gender pay gap

Our pay gap exists because although we have an almost equal gender split in our workforce, we have a relatively lower proportion of women in senior management and technology roles, which are in the upper quarter. Checkatrade's pay gap reflects the large number of men occupying higher pay quarters. The pay gap has decreased slightly since 2022 as the % of women in the upper quarter has risen from 18% to 24%. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. From 2022 to 2023, we've continued to grow our technology teams and at the same time, the volume of female employees in the lower quarter has also increased, which has led to the increase in the median.



Our Gender Pay Gap results



What about bonuses?

The difference in mean bonus pay has decreased, which has been driven by an overall reduction in the average bonus pay for men. Median bonus pay has also decreased as there was a negative bonus pay gap in some of our functions. The median bonus gap remains high due to the lower proportion of women in senior management and technology roles. The proportion of men and women who received a bonus has increased since 2022. The proportion of women receiving a bonus continues to be higher than men.

What are we doing about it?



We are committed to reducing our gender pay gap and have several initiatives to improve this;

- In October 2024 we launched a Leadership Development Programme to support the future senior leaders of Checkatrade - 40% of the cohort were female
- Our inclusive mentoring programme has been hugely successful since launching in 2020, and 36 employees were matched with a mentor last year – 55% of which were female
- In 2025, we are excited to build on our commitment to inclusivity by introducing initiatives aimed at enriching our company culture and ensuring that everyone feels valued and supported. We've recently launched a Culture Committee, with a dedicated Senior Team, and one of their focuses is on advancing our inclusivity efforts
- We have recently transitioned from an Executive Leadership Team structure to a broader, more inclusive Operating Committee to ensure the right voices help drive our strategy and results – 35% of this group are female, which is a larger representation than within our previous Executive Leadership Team
- In addition, we are proud to partner with She Can Code, an organisation dedicated to empowering and supporting women in tech. By collaborating with them, we aim to create opportunities for mentorship, professional growth, and community-building among underrepresented groups in the tech industry.
- We are creating greater transparency around our job levels and salaries as well as key competency frameworks and career pathways supporting both talent acquisition and existing employees
- As part of our ongoing efforts, we are also developing our Employee Value Proposition (EVP), which will further drive forward our progress in this area. Through this EVP, we will ensure that our workplace remains inclusive and supportive, where diverse voices are heard, and every team member can bring their full, authentic selves to work

I confirm that this data and report is accurate and true based on our 5 April 2023 snapshot.

Jambu Palaniappan
CEO

Jambu