

# Gender Pay Gap Report 2024



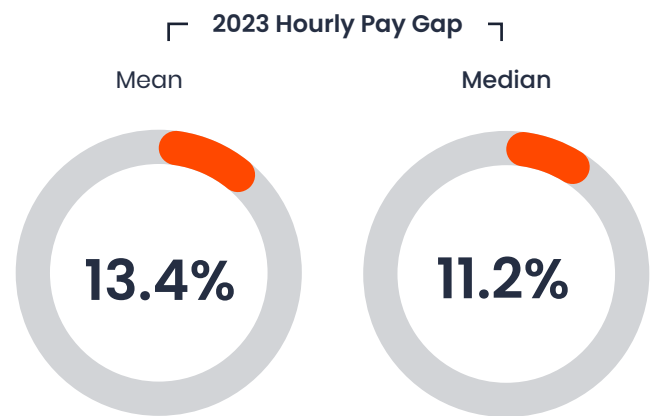
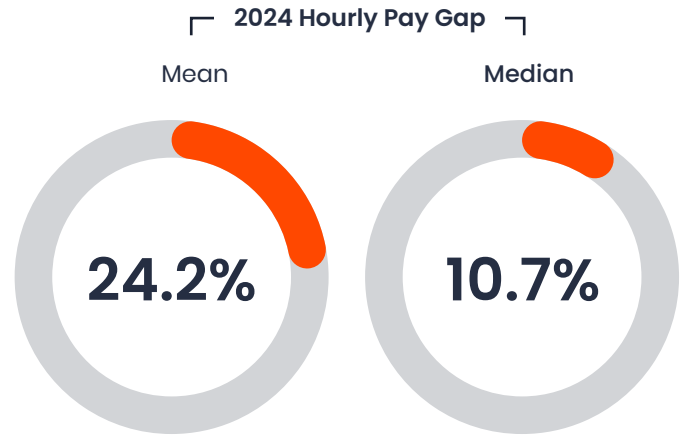
Croner-i is part of the Peninsula Group of companies and is a provider of; online tax, audit, accounting, HR, and health and safety information, legislation, guides, tools, templates, analysis and news; legal expenses insurance, specifically tax fee protection insurance to accountancy firms to cover professional fees in dealing with HMRC enquiries into their clients; tax and VAT written consultancy services along with telephone advice in the areas of tax, HR, legal and health and safety.

With 15,600 clients and 330 staff, Croner-i has a strong position in the markets in which it operates and takes great pride in being an exciting and equitable place to work.

At Croner-i, everyone is paid for the role they have in the team and for their performance within that role. No other factors affect an employee's remuneration. Croner-i is an Equal Pay employer – men and women performing equal work receive equal pay. Croner-i does not have a Gender Pay Gap, the Mean Pay Gap is 24.2% whilst the Median Pay Gap is 10.7%. The figures reflect the commissions and bonuses earned by the sales team where women make up a lower proportion of the team along with a similar trend in the technology team.

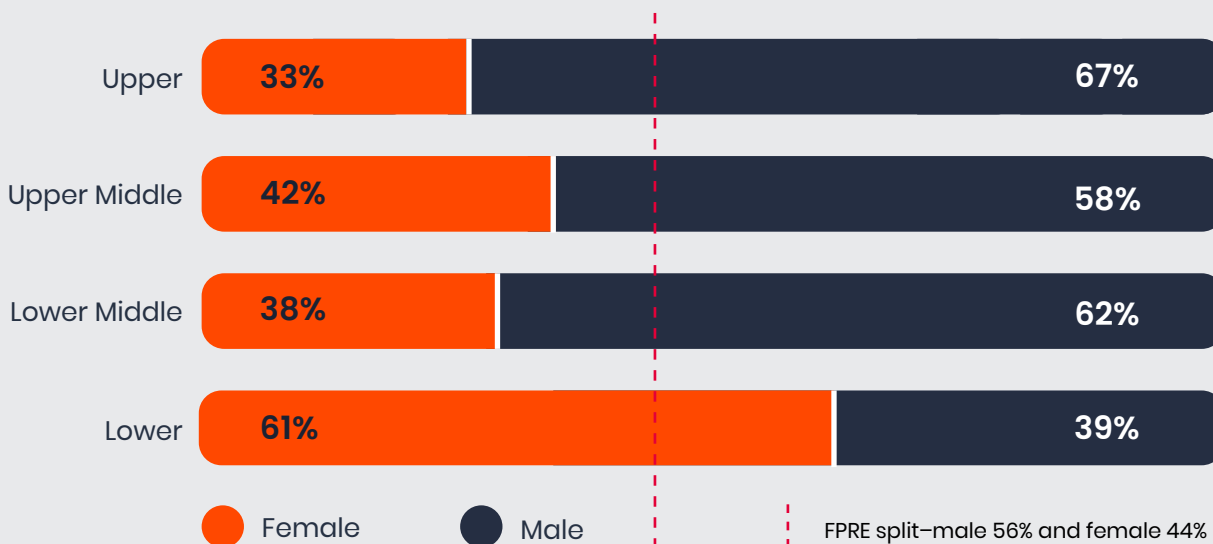
All elements of salary, commission and bonus are included in the calculation of the Hourly Pay Gap shown here.

The figures in this report are based on the snapshot date of 5th April 2024.



## Hourly Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their Hourly Pay. The gender pay gap in the upper quartile is impacted by the number of sales and senior technology employees which are male dominated professions.



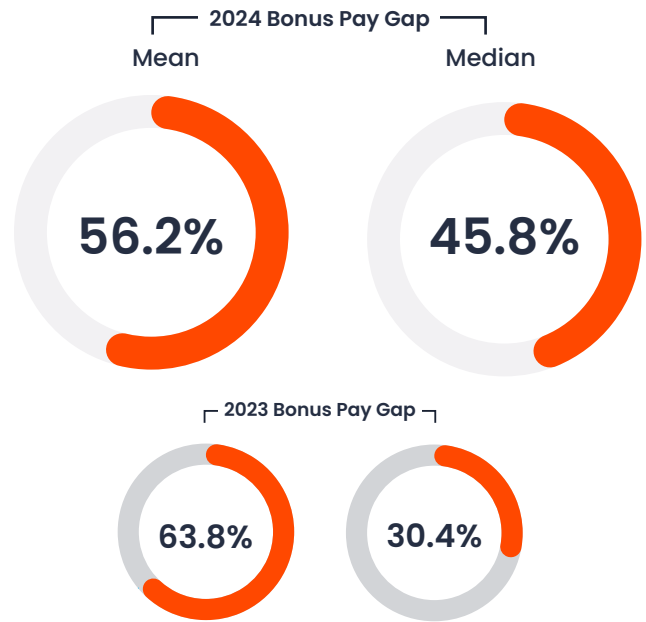
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## Bonus Payments

Bonus payments include bonus, commission and profit share schemes. The proportion of men and women receiving bonuses are 73% of women and 81% of men.

However, the quantum of bonuses does vary significantly because the figures are heavily influenced by the inclusion of sales commissions, a team where men make up a larger proportion of the employees. There is Equal Pay amongst the sales team (and across the company) with all employees paid in accordance with the same commission structure. Some of the most successful performances within the sales team are achieved by women but they are a lower proportion of the team.



78% in 2023



74% in 2023



I confirm that the data published in this report is accurate. Jordan Foster, Group Chief Financial Officer.