

Oxa UK Gender Pay Gap Report 2023



This report reflects data from the snapshot date of 5th April 2023
(and bonus data from 12 months prior to this).

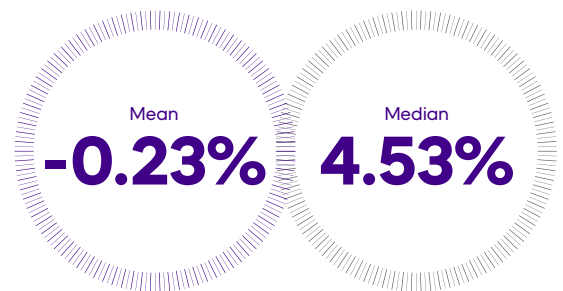
Percentage of men and women in each hourly pay quartile

In April 2023 80% of Oxa's UK employees were men and 20% were women. Representation is relatively consistent across the pay quartiles, with relatively more women in both the highest and lowest paid quartiles.

Quartile	% Men	% Women
Upper Quartile	75%	25%
Upper Middle Quartile	87%	13%
Lower Middle Quartile	83%	17%
Lower Quartile	75%	25%

Hourly pay gap

If you take the average (mean) pay of all of the women and compare that to the average of all of the men, then women are paid slightly more (0.23% higher). When looking at the median, the middle paid man earns 4.53% more than the middle paid female (on that snapshot date). As the numbers of women working at Oxa are relatively low, these figures could fluctuate in future years.



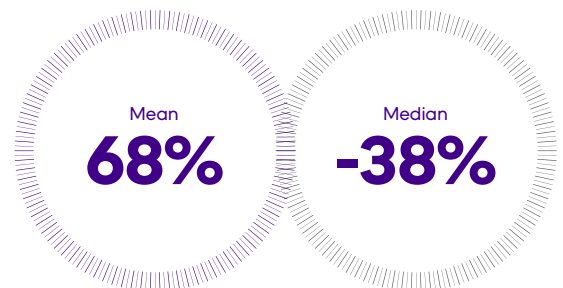
Percentage of men and women receiving a bonus

Bonus payments at Oxa include the commercial bonus scheme, referral bonuses and any one-off lump sum joining bonuses. These figures reflect the higher numbers of men in the Commercial team and higher numbers of men making referrals.



Bonus Pay Gap

The mean (average) bonus for men over the 12 month period is influenced by the commercial bonuses, which are received by significantly more men than women due to the composition of the team. Referral bonuses are a fixed value based on the level of the individual successfully hired.



I confirm the data in this report is accurate and meets the needs of the Gender Pay Gap Reporting regulations.

Gavin Jackon, Chief Executive Officer