



# OUR GENDER PAY GAP RESULTS

**All companies with 250 or more employees in the UK must now publish their own gender pay gap results annually, by comparing the average pay for all men to the average pay for all women, without accounting for job type, tenure, location, or performance ratings.**

It's important to note that the gender pay gap is not the same as equal pay.

In addition to reporting the Gender Pay Gap results for iamsold—the only entity with 250 employees—we are also providing combined results for all entities under our umbrella company, iamproperty. This approach offers a more comprehensive and accurate representation of our organization.

We recognise the factors contributing to our gender pay gap, with the primary reason being that 90% of our entry-level roles are occupied by female employees. This aligns with our recruitment data, which reflects a higher proportion of female applicants for these positions.

This also impacts the median bonus gap, as many women hold entry-level roles with capped performance-based bonuses, while a smaller male workforce is concentrated in uncapped, commission-based sales roles. Additionally, we support part-time work requests, which are particularly popular among female employees as they help balance work with caregiving responsibilities for their dependants. However, this also results in pro-rated bonuses, contributing to the overall gender bonus pay gap.

*I confirm the data in this report to be accurate.*

*Eoghan Johnston*

**Eoghan Johnston**  
Chief Financial Director

## WHAT WE ARE DOING ABOUT IT – OUR ACTION PLANS

We have a fair and robust recruitment process, recruiting UK wide. We advertise all our jobs internally and promote from within where possible. In the 12 months leading up to April 2024 we have made 27 internal promotions of which 19 of these were female.

We offer equal access to males and females of a wide range of Learning and Development opportunities across the business. This includes equal access to our Management Development and Future Leader Programmes.

We will continue to offer flexibility to all employees via Hybrid Working and Flexible Working requests.

We continue to ensure that our approach to setting pay is fair, and that people performing similar roles, with similar experience, will be treated equally. We operate an annual pay review ensuring consistency across the organisation and use salary bands for most roles ensuring consistency between employees performing the same or similar roles regardless of their gender.

## OUR CONTINUED COMMITMENT TO CLOSING THE GAP

We will continue to seek to address the underlying causes – namely developing and recruiting more women into senior roles and by encouraging more women to pursue opportunities across all areas of the business.

# OUR PAY GAP FIGURES



### MEAN HOURLY PAY GAP

**17.09%**

The mean hourly pay gap is the difference between the average hourly pay paid to male employees and female employees.

### MEAN HOURLY PAY GAP

**17.38%**

The mean hourly pay gap is the difference between the average hourly pay paid to male employees and female employees.

### MEDIAN HOURLY PAY GAP

**11.67%**

The median is the mid-point between the highest and the lowest amount paid to a male and female employees.

### MEDIAN HOURLY PAY GAP

**16.59%**

The median is the mid-point between the highest and the lowest amount paid to a male and female employees.

### MEAN BONUS PAY GAP

**34.14%**

The mean bonus pay gap is the difference between the average of bonus paid to male employees and female employees.

### MEAN BONUS PAY GAP

**28.99%**

The mean bonus pay gap is the difference between the average of bonus paid to male employees and female employees.

### MEDIAN BONUS PAY GAP

**64.03%**

### MEDIAN BONUS PAY GAP

**25.23%**

### PROPORTION OF MEN AND WOMEN RECEIVING A BONUS:

**93.90%** **86.89%**  
MEN WOMEN

### PROPORTION OF MEN AND WOMEN RECEIVING A BONUS:

**87.85%** **84.29%**  
MEN WOMEN

### PROPORTIONAL PAY QUARTILE BREAKDOWN



● Male ● Female

### PROPORTIONAL PAY QUARTILE BREAKDOWN



● Male ● Female

All figures relate to a snapshot date of 12<sup>th</sup> March 2025.



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