Gender Pay Report 2023

Produced February 2024

This report details the gender pay gap reporting requirements covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The regulations require companies with more than 250 employees to publish information on their gender pay gap.

Gender pay gap reporting is different to reporting on equal pay. Gender pay gap reporting reviews the differences between bonuses received and the average hourly rates of pay for men and women in a company as a whole, whereas equal pay is about ensuring men and women are paid the same for performing equivalent work.

All men and women at Innserve are paid equally for doing equivalent jobs, and for all employees, we look to reward their achievements by providing an opportunity to participate in regular and achievable incentive and bonus schemes, over and above their base-line remuneration.

Like many technically biased companies, our gender pay gap analysis highlights that we have significantly fewer women in the professional and engineering levels within our company. We are committed to change and have already acted on this, which is shown in our senior leadership team with more females been in these positions than In previous years.

As the industry leader in the drinks dispense sector, Innserve remains committed to reviewing its gender balance and pay structures to create equal opportunities for all. Regardless of gender, we look to provide a balanced and happy workplace where everyone has the opportunity to thrive, enjoy working for us, and benefit from our continued success.

I confirm that the Gender Pay Gap data contained in this report is accurate and has been produced in accordance with the regulations.

James Knight

Managing Director

Gender Balance April 2023

Workforce split between males and females.

Male 78.3%

Female 21.7%

Role	Female	Male
Customer Service and Planning	73.2%	26.8%
Technician and Technical Support	2.9%	97.1%
Supply Chain	6.3%	93.8%
Other Business Support	36.8%	63.2%

Base Pay

Difference between male and female's hourly rates of pay, expressed as a percentage of the male's hourly rate.

	Mean	Median
Pay Gap	14.4%	11.7%

Overall pay range divided into quartiles and split between percentage of males and females in each quartile.

Quartiles	Female	Male
Lower Quartile	28.6%	71.4%
Lower Middle Quartile	39.5%	60.5%
Upper Middle Quartile	3.8%	96.2%
Upper Quartile	11.4%	88.6%

Bonus

Difference between male and female's bonus and incentive payments, expressed as a percentage of the male's payments.

	Mean	Median
Bonus Gap	11.98%	26.1%

Eligible for Bonus

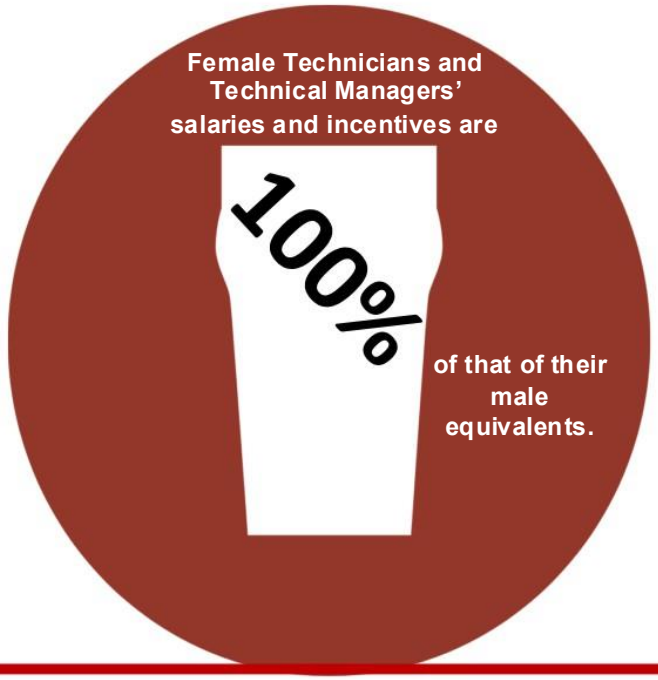
100% of Males

Received Bonus

77.4% of Males

100% of Females

91% of Females



Gender Balance and Base Pay figures taken at the snapshot date of 5th April 2023. Bonus figures taken from actual bonus and incentive payments made in the 12 months prior to the 5th April 2023.