

ITC Gender Pay Gap Report 2025



Foreword

As part of our ongoing commitment to equality, inclusion and transparency, ITC are pleased to publish our First Gender Pay Gap Report in line with legislative requirements set out under the gender pay information act 2021.

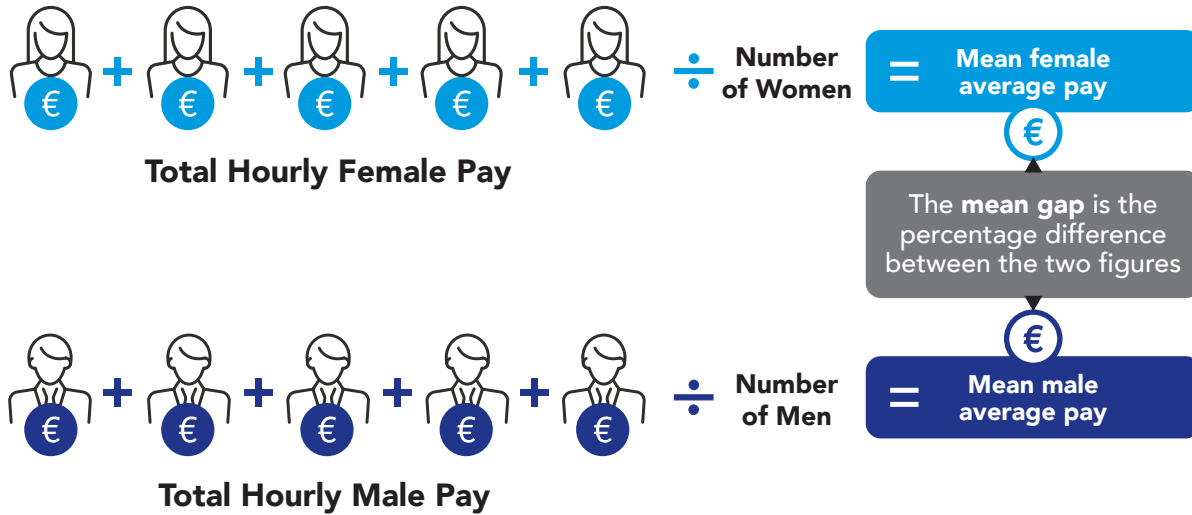
This report provides an important opportunity to reflect on the representation and experience of all those employed by ITC. While this report focuses on measuring the difference in average earnings between men and women across the organisation, it also highlights areas where we can continue to improve balance, opportunity and progression for everyone.

We remain dedicated to creating a workplace where all employees can thrive, regardless of gender. By analysing our data and understanding the factors behind the numbers we can take meaningful action to drive lasting change.

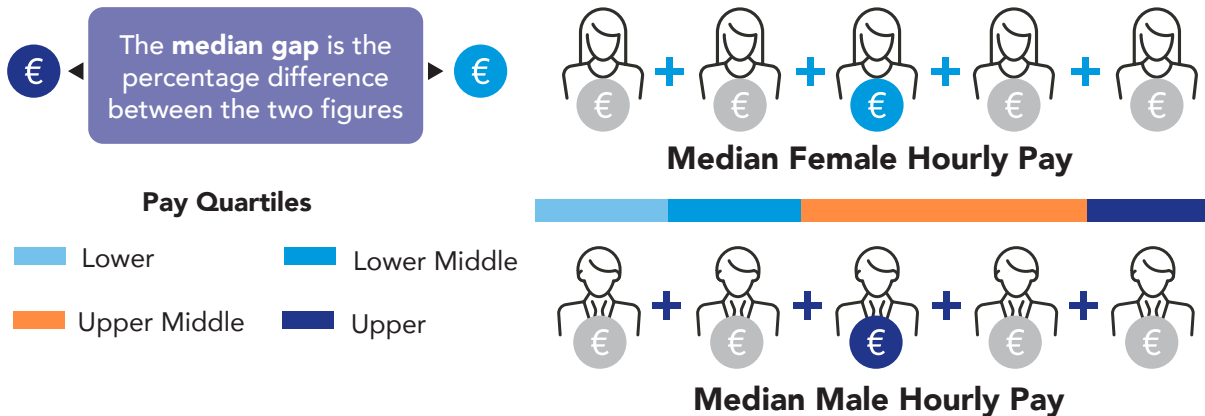


Methodology

Calculating the mean gender pay gap



Calculating the median gender pay gap



To complete this report, we were required to calculate the gender-based percentage differences in mean and median hourly pay, bonuses, benefits and quartiles. Our snapshot date for this year's report was June 27th, 2025. The data we used covered the 12 months prior to this snapshot date.

All employees are split across four pay quartiles, which also included the percentage of men and women per quartile.

Mean and Median

To obtain the mean percentage we first gathered the hourly rate of pay for all men and all women in the organisation. We added the total hourly pay for women and divided that by the number of women in employment; we followed the same steps for male employees. The mean gap is the percentage gap between the two figures.

The median gap is calculated by the percentage difference between the male and female average pay.

Bonuses

This calculation looked at the difference in total bonus payments between all men and women in the organisation. Again, looking at the mean and median percentage and the proportion of men and women who received a bonus payment.

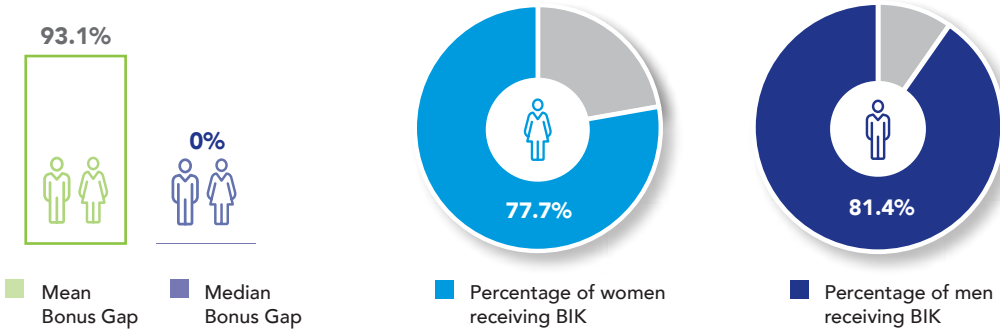
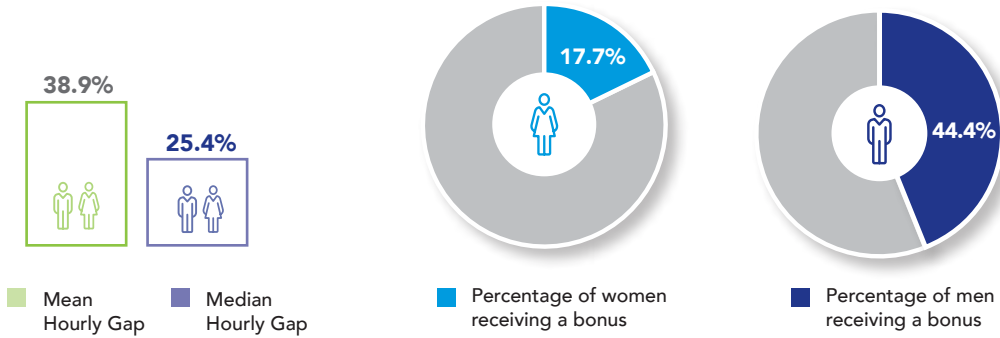
Benefits

The proportion of men and women who received a benefit in kind is shown as a percentage of all men and women in the organisation.

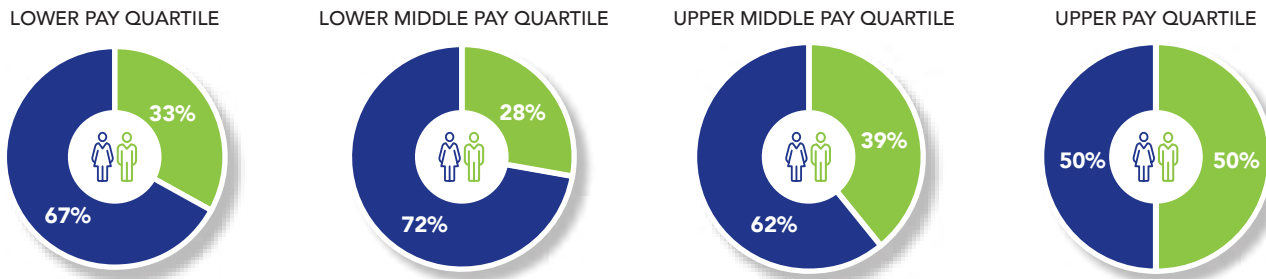
Pay Quartiles

The pay quartiles measure how many men and women are represented in each quarter of the business when all men and women's hourly pay is stacked from lowest in the Lower Quartile to the highest in the Upper Quartile.

Our Findings



Pay Quartiles



Of the 72 employees included in the data for this report, 27 are male and 45 are female. **Mean hourly pay gap** is a reflection of having a considerably larger proportion of female employees to male employees populating the **Lower, Lower Middle and Upper Middle Pay quartiles**. We see the biggest gap between men and women in **administrative roles**.

Median pay gap is affected by having **62.5% female staff**. When you consider the middle value from the hourly remuneration list, the hourly rate for females largely comes from the **Lower Middle Pay quartile**. In comparison, the male hourly rate is coming from **Upper Middle Pay Quartile**.

The gap in the bonuses received would be largely due to the bonus structure and sales targets for Business Development Managers. There is a higher rate of men in this area, which effects the distribution.

0% Median Bonus gap indicates that, outside of bonus related sales targets, on average our female and male employees are receiving equal bonuses.

There is a wide range of BIK in place that is accessible to all permanent employees. These supports are communicated to employees on an ongoing basis and employees may choose, at their discretion, whether to make use of them.

The number of employees working part time is too low to obtain any meaningful data, it is not possible to complete the calculations for this cohort of employees.

ITC is committed to reducing our gender pay gap and we believe that the policies and procedures already in place support equal upskilling and career advancement opportunities for all employees. We will continue to support employees through various initiatives and explore areas for growth and progression.



Our Initiatives



Family

ITC recognises the importance of family, wellbeing, and maintaining a work life balance. We offer a range of leave options designed to support employees through different stages of family life, including:

- Adoption leave
- Additional maternity leave
- Leave for antenatal appointments
- Parents leave
- Parental leave
- Force Majeure
- Compassionate leave
- Working from home
- Flexibility with working hours

In addition, We also have a comprehensive health insurance plan in place which includes coverage for:

- Maternity care
- Fertility treatments
- Child Healthcare benefits



Inclusion

- Equal opportunity in all aspects of the hiring process and access to career development opportunities.
- Equal opportunity in accessing additional training.
- Respectful communication and zero tolerance for discrimination and harassment with policies included in our handbook to reflect our position.
- Social events – strong connections make great teams. We host a variety of social events designed to bring people together.



Career

- Ongoing Performance and Development assessments are carried out every month to promote open communication and set goals for career and personal developments.
- Management training provided for those stepping into senior roles, or looking to do so in the future



Wellbeing

- Providing private health insurance with a wide range of benefits: wellbeing seminars discussing financial, physical and mental health, digital gym.
- Employee Assistance program in place
- Wellness subsidy