



NOMINET

Gender Pay Gap Report

April 2022

Foreword from Paul Fletcher

We recognise that to be able to reflect a strong inclusive culture and organisational approach to diversity, we need to continue to focus on addressing any key issues that our data and insights present. To that effect we have been monitoring our progress in relation to Gender Pay over the last few years to ensure we focus on ways to help improve and reduce any gaps.

The Gender Pay Gap report for the year to April 2022 shows that our median gender pay gap has increased from 21.6% to 25.9% which is more than the UK national average of 15.4% and the technology industry average of 19-20%. The reasons we've seen an increase are covered further in this report.

We strive to be a great place to work and to be inclusive to all and alongside our working with Tech Talent Charter, we also have started a number of ED&I strategies that will demonstrate our commitment to reducing our gender pay gap and enabling a welcoming, diverse and inclusive working environment.

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



A handwritten signature in black ink that reads "Paul Fletcher".

Paul Fletcher
Chief Executive Officer, Nominet

Our figures:

Total number of employees:

as of 5th April 2022

98 Women (35.4%) 179 Men (64.6%)

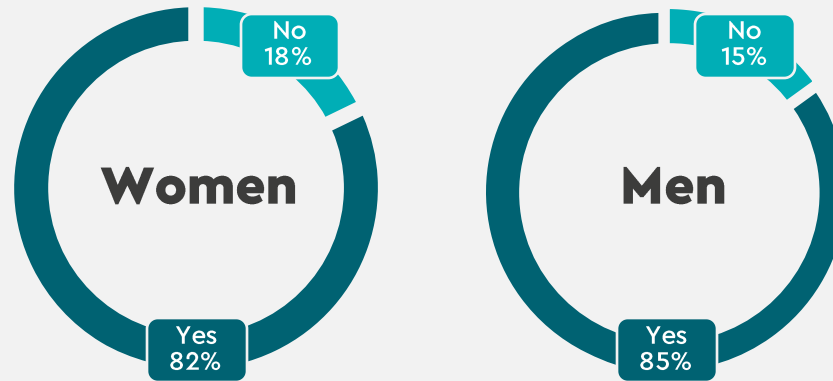


Nominet	Mean	Median
Gender Pay Gap	18.4	25.9
Gender Bonus Gap	22.4	40.9

- When comparing mean hourly rates, women earn 81.60p for every £1 that men earn
- When comparing median hourly rates, women earn 74.10p for every £1 that men earn

Bonus pay proportions

proportion of men (85%) and women (82%) receiving a bonus



Quartile pay band proportions

Proportion of men and women in each band

	M %	F %
Lower Quartile	41%	59%
Lower Middle Quartile	64%	36%
Upper Middle Quartile	77%	23%
Upper Quartile	77%	23%



Reason for our results

Our gender pay gap is attributable to the following key reasons.

- We have recruited a higher number of male team members into technology and senior level roles, including the new CEO
- The ongoing challenges of the gender imbalance and available skills within specific roles across the technology sector
- The increasing competition in the external market for niche and scarce skills which have inflationary impact on current pay levels across the technology sector

Whilst 41% of the Board and direct reports to the CEO are women, our focus is on increasing female representation in other areas, most specifically into the technology functions where we have increased our team size and capabilities.

We continue to focus on our Employee Value Proposition to encourage a wider range of diverse candidates to consider Nominet in their future career choices. Attention has been given to our approach to recruitment, attracting a wider range of candidates, especially for our technical roles by understanding key market factors and working with our external partners to make a positive change.

By listening to our teams in meetings, focus groups and our engagement survey we have gathered information that has helped us to respond to issues and concerns that might affect our culture and ability to drive a difference in this area. We also continue to track and review pay to ensure teams are paid consistently and fairly in terms of experience, skills and knowledge.



Our Key Priorities:

We are committed to improving our progress although we know that with the current climate, this will continue to be challenging. Our key priorities remain unchanged across the following areas for the year ahead:

Gain a better understanding through HR metrics and insight

- Improving our data and analysis on both external and internal talent pools means we will be better informed of our market and determine where the challenges remain and need focus.

Building an inclusive culture – valuing contribution and engaging in great conversations

- Our values emphasis the importance of Ownership, Integrity and Boldness. We each play a part in creating a space for everyone to be seen, heard, valued and respected in order to be at our best. Coaching our managers to help focus better conversations with team members, encourage a growth mindset and resilience to build confidence and changes to the way we problem solve and drive change.
- Our Covid-19 response and subsequent shift towards greater flexibility, hybrid working and wider focus on location for recruitment will further reinforce and support our ability to attract and retain a diverse team.

Inspiring a future generation – continuing to sponsor and fund Public Benefit initiatives

- We remain committed to initiatives like Tech Talent Charter, Future.now and more recently in 2021 became a founding partner of 01 Founders. These partnerships reinforce our belief around connected, inclusive and secure public benefit initiatives in support of developing digital capabilities across a wider and more diverse population. Each initiative aims to make a difference and develop skills and capabilities across a wider, more inclusive population at earlier stages. They encourage individuals from socially excluded backgrounds to have access to the opportunities and create more talent and digital skills for the market, and our future generations employment and economy
- In addition, we will focus on developing our own future talent pipeline which will in turn provide potential opportunities to increase the level of diversity across the organisation.

