



Access at a glance

We know that our brilliant people are the secret to our success. Our core aim is for everyone here to Love Work. Love Life. Be You. Happier people mean we have happier customers.

Our teams work together to devise cutting-edge technology that improves the lives of millions of people through our software and services.

We've grown to nearly 7,000 employees worldwide, making us one of the biggest UK headquartered providers of business management software for small and mid-sized organisations across the UK, Ireland, US and Asia Pacific.

What is the Gender Pay Gap?

Since 2018, big UK companies with over 250 workers have had to share their Gender Pay Gap and Gender Bonus Gap every year. The Gender Pay Gap is the difference between how much men and women get paid per hour on average, no matter what job they do. The outcome is driven by several factors such as how many men and women work at different levels, and which roles are eligible for bonuses. But it's not the same as equal pay, which is when men and women get paid the same for doing the same job. Just because a company has a Gender Pay Gap doesn't mean they're not paying people fairly for the same work.



How is it calculated?

We use two ways to calculate the gender pay gap: the Mean and the Median. The Mean is the average pay for men and women. We add up all the money paid to men and divide it by the number of men and do the same for women. Then we compare the two averages to find the Mean pay gap. The Median is when we put all the men and women's pay in order from lowest to highest and find the middle number for each group. Then we compare those two middle numbers to find the Median pay gap.

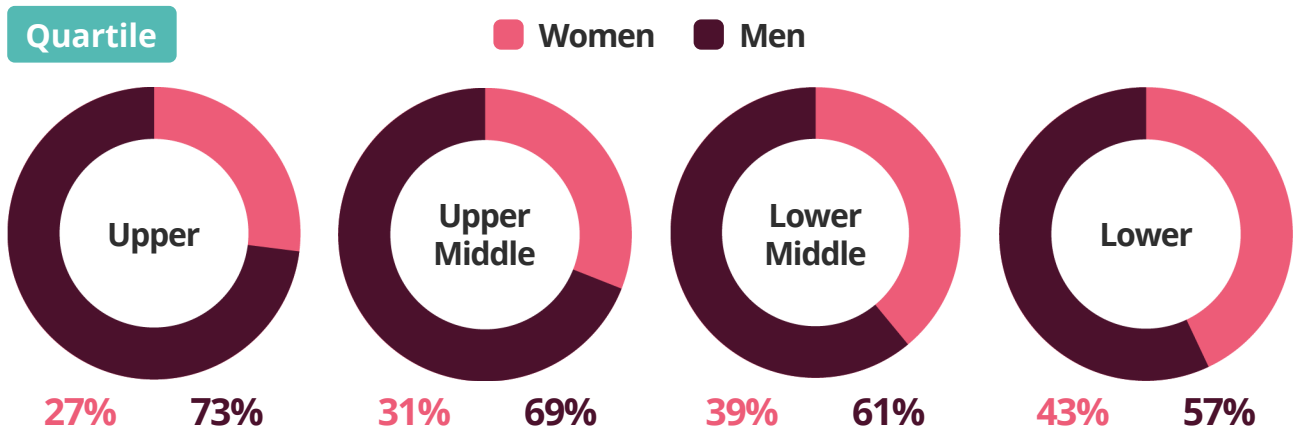


Our UK Pay Data

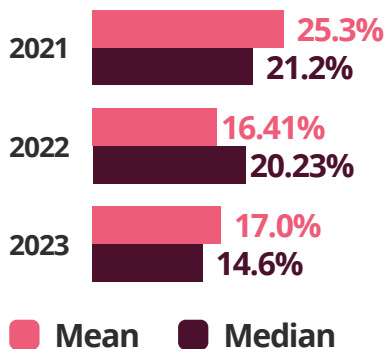
Gender

The data required for gender pay reporting is calculated using binary sex information and we recognise that doesn't reflect the identity of all of our colleagues. We're committed to supporting our transgender and non-binary colleagues to feel at home here by ensuring we create an environment where everyone feels comfortable to be themselves such as encouraging everyone who wishes to, to share their pronouns and celebrating events that raise awareness around gender-related topics.

The diagram below shows the percentage split of men and women in our UK business across each pay quartile.



Gender Pay gap

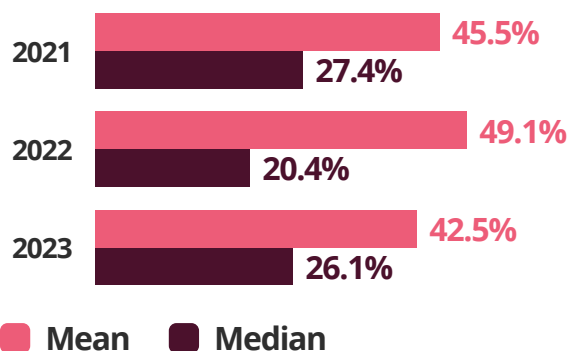


Bonus

Percentage receiving a bonus



Gender bonus gap



We've increased the number of women in the upper pay quartile by 3% points since last year's report, this is due to an increased focus on our senior hires for example ensuring we have no single gender shortlists for applicants.

We have seen a slight widening of 0.6% points from last year on our Mean pay gap. Much of our growth comes through acquisitions and, the majority of women who joined us that way have been in the lower quartiles. We also had fewer women in the highest positions within our Sales function which sees the larger bonus awards. However, the Median pay gap, which isn't influenced by extremes and therefore a much more stable and reliable measure, has improved by 5.6% points from last year.

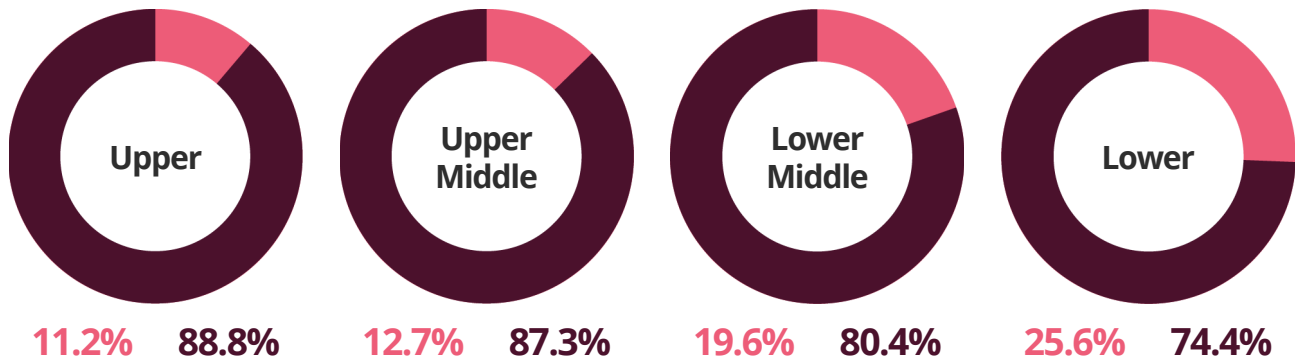
When we look at bonuses, we've given them to more people overall this year, but we've seen the biggest increase in the number of women getting them. This means the gap between men and women who get bonuses is 1.5% points.

Ethnicity

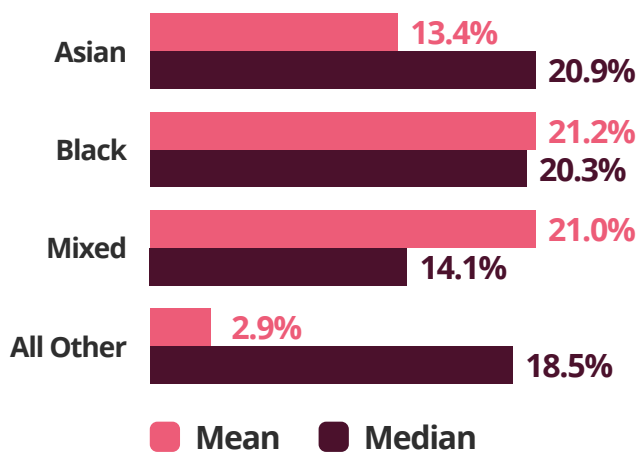
We've been sharing our UK Ethnicity Pay Gap since 2021, not because we're required to, but because we believe it's important to be open and transparent.

Quartile

■ Ethnic Minority ■ Ethnic Majority



Ethnicity Pay Gap



Ethnic Minority Pay Gap



Percentage receiving a bonus

Ethnic Majority 61.4%

Ethnic Minority 51.2%



Percentage receiving a bonus

Asian 47.0%

Black 50.6%

Mixed 64.6%

All Other 57.6%

White 61.4%

Ethnicity Bonus Gap

Mean 78.0%

Median 80.0%



It is voluntary for our colleagues to share their ethnicity data with us, this pay gap data is based on the 82% of colleagues who had chosen to tell us.

We're happy to report that our pay gaps have reduced this year and we've been working hard to hire more diverse people at all levels. We've seen the most growth in our lower and lower mid quartiles which will affect our pay gap in the short term. But in the longer term, it will have a positive impact on our company.

Additionally, we've increased representation in our Sales function, where our higher bonuses are awarded, through our Early Careers pipeline. We also have a significant percentage of representation in Sales Development, which is the progression pathway to Sales. We've hired many new people at the entry-level, which initially widens the bonus gap, but we'd expect to see that reduce as employees progress through our career paths.

What have we been up to...?

Since April 23, we've continued to focus on areas that we know underpin equity and inclusion. In particular, for women, we've increased our enhanced maternity leave pay to 26 weeks of full pay, established a Women in Sales Community Network Group and continued raising awareness on women's health-related matters such as Menopause.

We're seeing a diverse group of people starting their careers with Access and our new "campus to career" programme will support their future as they grow and thrive with us.



In 2024 we will accelerate our progress across Diversity, Equity and Inclusion by:



Increasing our community network groups for women beyond Sales, initiating and launching other community network groups and expanding our population of Champions



Benchmarking ourselves against the Global Diversity Equity and Inclusion standards with a targeted plan of action to address areas highlighted for development



Launching 'Licence to Hire' training for all hiring managers, including specific modules for hiring diverse talent and bias mitigation



Delivering Inclusive Leadership Training modules for Senior Leaders

We're committed to continuing to build on our progress across all aspects of Diversity, Equity and Inclusion. We believe in investing in our early talent pipelines to grow the future of Access just as much as ensuring we attract and retain a strongly diverse employee population overall.

We'll continue to be transparent and report beyond our obligations so we're continually holding a mirror to ourselves for where we can improve. We know that having a truly diverse workforce is an essential ingredient in ensuring our continued business success.

I Caroline Fanning, Chief Employee Success Officer confirm that the information in this statement is accurate

Signed: Caroline Fanning

