

creditsafe<sup>✓</sup>

# Gender Pay Report 2021

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Creditsafe Business Solutions Ltd

**Registration Number:** 03836192

**Registered Address:** Bryn House, Caerphilly Business Park, Van Road, Caerphilly, CF83 3GR

**Sic Code:** 82990 | **Sic Description:** Other Business Support Activities





# The Creditsafe Story

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Creditsafe, 'The Global Business Intelligence Experts', are the world's most used provider of online company credit reports and has been officially voted one of the best companies to work for in the UK from 2012 to 2017. We have over 107,450 subscription customers worldwide and employ over 1,200 Creditsafers' globally with 23 offices in 14 countries. In the UK, we employ over 270 across three offices and have an annual turnover in 2021 of £56.7 million.

As a business, we have continued to grow in both employees and turnover. A significant factor in our success is attributed to the passion that our employees have for our business, which is evident in all our operations worldwide and is something we are extremely proud of.

Exporting our unique company culture to every country in which we launch Creditsafe has demonstrated that when a company places focus

on 'creating a company where people want to come to work every Monday morning' it can transcend geographical or cultural differences.

Within the Creditsafe Group, we are a family of companies that aspire to develop continuously whilst ensuring we create a workplace that supports high performance through maximal employee engagement.

The effects of the COVID-19 pandemic are being seen within the international Group and specifically Creditsafe Business Solutions. The loyalty of employees, the culture and the ethos of the business have mitigated the effects to a degree, but the full impact is yet to be seen.

This report has been created to provide an understanding of the recently reported Gender Pay Gap within the UK business entity of Creditsafe.









# Gender Pay at Creditsafe

Our figures illustrate the Gender Pay Gap across our UK entity Creditsafe offices.

An important point to note is that Gender Pay Gap reporting is very different to equal pay. Where equal pay focuses on the parity between the remuneration of men and women doing the same or similar jobs, Gender Pay Gap reporting places a focus on any differences that exist in the average (mean and median) hourly pay between ALL men and women within an organisation, regardless of role or function.

As can be witnessed in any salary benchmarking data, different jobs attract different levels of remuneration and benefit. Similarly, levels of seniority or responsibility will affect both the basic and variable earning potential within a particular role discipline.

The variation in the numbers to the right indicate that there has been a minor increase in the percentage of males in senior roles within Creditsafe. This can be attributed to a female member of the Senior Management team securing a role outside of the organisation. The Upper Middle and Lower Middle quartiles have seen an increase in equitable division of males and females in these positions, which is attributed to the implementation of a management development programme aimed at increasing skill sets across the business and a more flexible working approach.

## Top Quartile



## Upper Middle Quartile



## Lower Middle Quartile



## Lower Quartile



# Calculating the figures

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The mean gender pay gap was calculated by dividing the total relevant (basic salary) earnings of each gender (hourly rate) and dividing it by the total number of female or male employees respectively; the figures from each population were then compared.

The median gender pay gap was calculated by comparing the midpoint hourly salary (basic salary) of each of the gender populations.

The term 'bonus' refers to all variable pay that the individual's role benefits from, including but not limited to commission and long term incentives. Such bonuses are largely confined to the sales and revenue-generating departments within Creditsafe. This accounts for the comparatively low percentage of the population earning such variable salaries.

<b>Hourly Rate</b> Women's hourly rate is:	<b>20.2%</b> Lower (Mean)	<b>15.7%</b> Lower (Median)
<b>Bonus Pay</b> Women's bonus pay is:	<b>17.6%</b> Lower (Mean)	<b>8.9%</b> Lower (Median)
<b>Who Received Bonus Pay</b>	<b>83.6%</b> of Men	<b>68.3%</b> of Women

# Looking Ahead

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## Addressing imbalances...

In review of the report, certain imbalances have been brought to light that the business will aim to address over the next 2 – 5 years. The action taken will always consider:

1. Efforts will continue to be taken (particularly when working with third-party recruitment providers) to ensure that excellent, gender-balanced candidate pools are created.
2. The Creditsafe eLearning system (Dojo) is fully implemented and continues to expand. This will continue to increase the opportunity for internal candidate development for both females and males. The advent of a new coaching and mentoring scheme that includes a 'female focus group' will also continue to increase the development and career progression opportunities for all Creditsafe employees.
3. As an international business, many senior female roles sit outside of the UK. A process of coaching and mentoring will enhance the opportunity for these senior female 'Creditsafers' to assist in the development of UK female talent, again through e-learning and other distance learning measures.





Creditsafe needs to improve and we recognise that. There's an issue and it's worth fixing because we value everyone who we employ.

The goal is to achieve pay equality. We want to ensure we are giving women the opportunities and support to advance into leadership positions within the business.

The gender pay reporting gives us the data and the mechanism to put improvements in place and demonstrate we are the inclusive and gender equitable organisation that we strive to be.

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CATO SYVERSEN  
CEO | CREDITSAFE GROUP