

Gender Pay Gap 2024

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Director

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Background

Action Sustainability is a small but growing business providing specialist services in sustainable supply chains. The business was honoured with a Queen's Award for Enterprise in 2022.

It has three distinct service offerings:

- **Sustainability consultancy** – advising clients on their sustainability goals with a particular emphasis on supply chains.
- **Supply Chain Sustainability School** – enabling a sustainable built environment through knowledge and collaboration.
- **Sustainability Tool** – enabling clients to measure and manage their sustainability performance and that of their supply chains

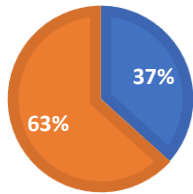
The business is based in London with an office in Newcastle and a newly opened office in Dublin.

At the time of reporting, the business employed 61 people. 20 new people were recruited in the reporting period and there were 3 leavers. The business prides itself in offering best employment practices and operates a hybrid working policy, including 5 people based outside the UK.



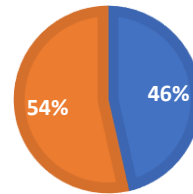
EMPLOYEES

■ Men ■ Women

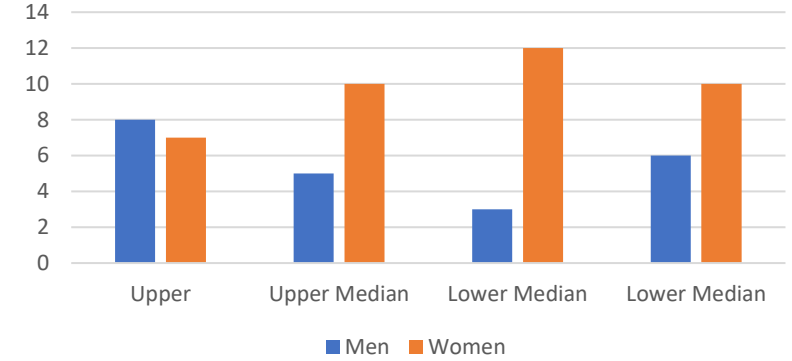


% RECEIVING BONUS

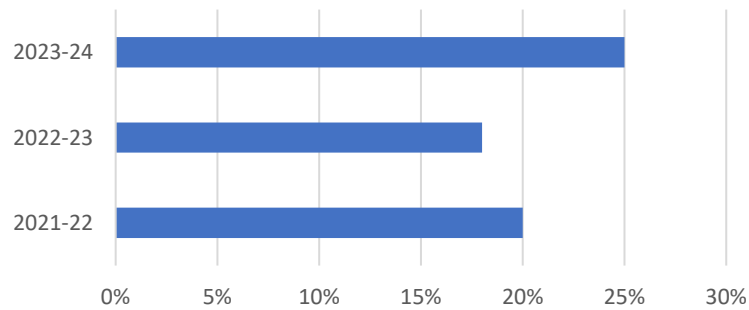
■ Men ■ Women



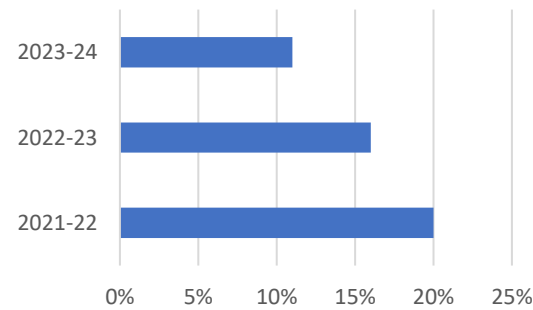
Gender distribution by quartile



Mean Gender Pay Gap



Median Gender Pay Gap



Bonus Pay Gap

27%

Bonus Pay Gap (Median)

(Median)

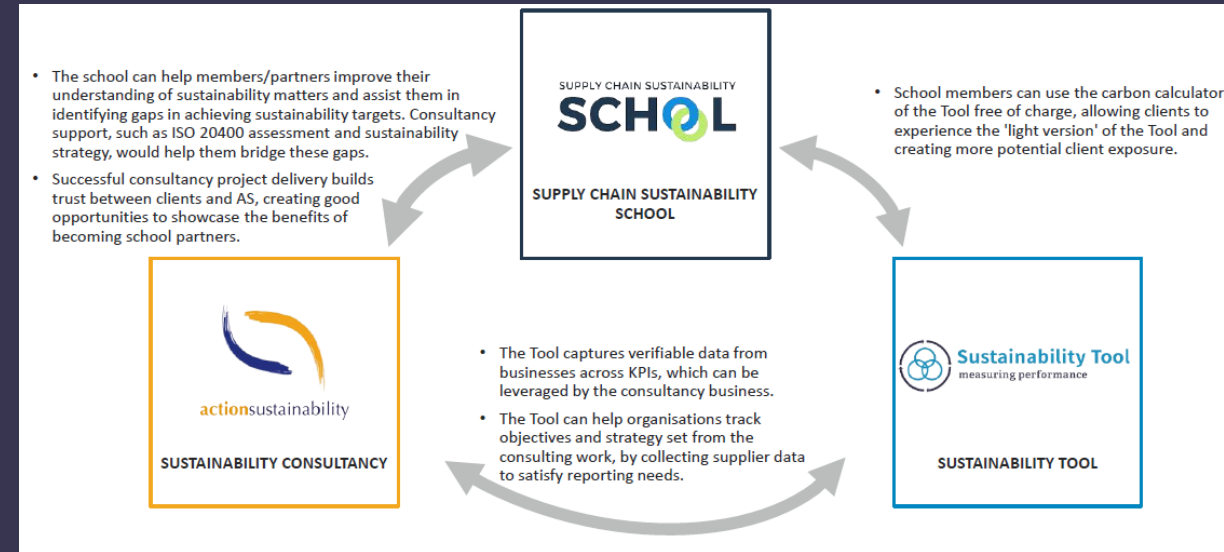
6%

Narrative

Action Sustainability employed 64 people in the reporting period, of which, 63% were women, continuing the trend of being a highly female orientated business. The number of women in the upper quartile remains too low, primarily driven by the two business owners being men and some long-standing male senior managers. However, the senior leadership team now comprises 5 men and 3 women with an expectation of further female recruitment and promotions as the business grows. These elements drive the **mean gender pay gap to 25%**. The **median gender pay gap has improved to 11%** due to significant recruitment and promotion of women in the upper median quartile.

The bonus structure has changed. All employees receive an equal share of a profit sharing scheme and all employees have the opportunity to earn bonus based on performance against their personal objectives. Additionally, employees with work winning or profit and loss responsibility have strong incentives to drive growth. Currently 7 people have this opportunity, 4 men and 3 women. All of the men are long established in their positions, driving the **bonus pay gap to 27%** but the **median bonus pay gap is now 6%** and expected to improve as the business grows.

The business will continue to drive growth, offer excellent employment conditions and operate strong equality and diversity practices.



Thanks for your attention

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