



GENDER PAY GAP

2023-2024

Gender Pay Gap Report 2023-2024

From April 2018, gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

NIC is committed to creating an inclusive and diverse workplace and welcome the requirement, led by government legislation to be transparent on gender pay. We believe that it is important for all companies to be transparent about pay, and that by doing this, progress will be made in bridging the pay gap that exists in the UK today.

Our strength has always been in the team that we create and the people that we employ to be part of our team. This is clearly defined within our business core values:

Our People are our greatest asset.

NIC is proud to be an equal opportunities employer and we are therefore pleased to publish our gender pay gap report 2023-2024.

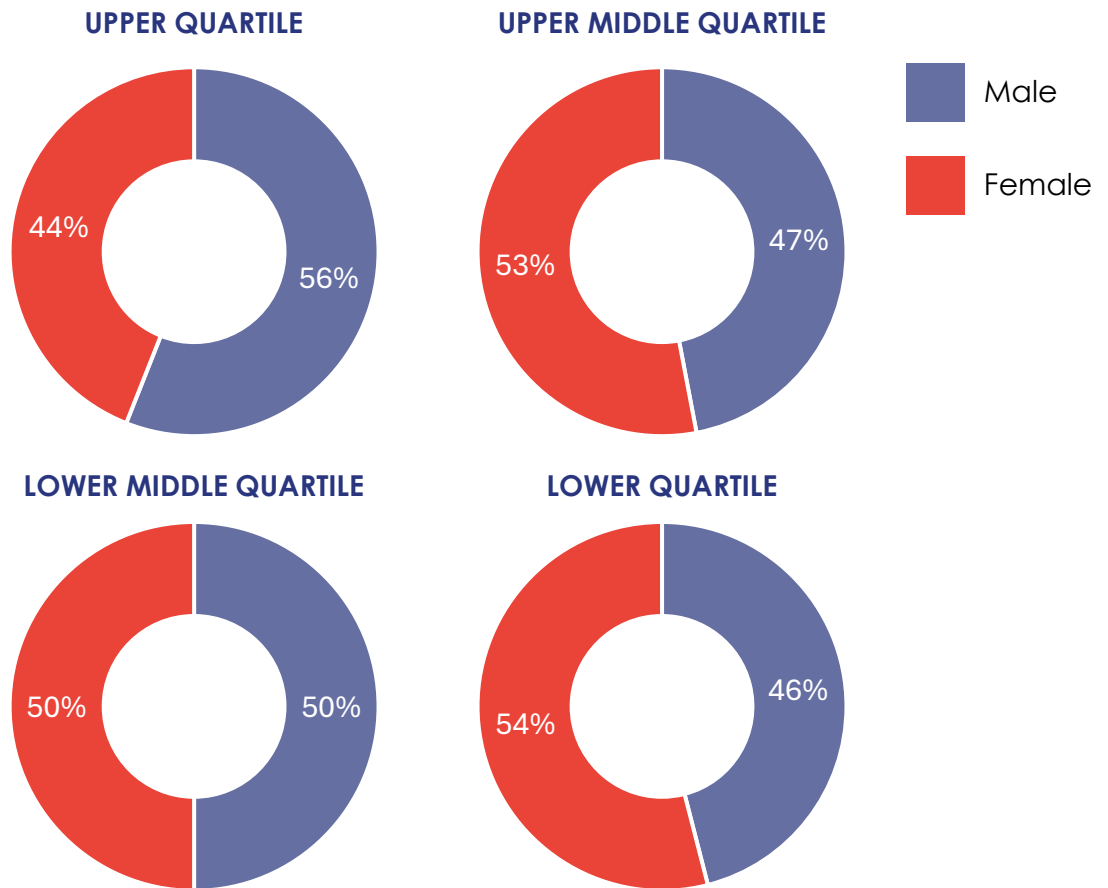
Our median gender pay gap is 0%, which is significantly lower than the national average of 7.7%. The gender pay gap reflects the average paid to both men and women across our business. It must be noted that gender pay is not the same as equal pay.

The gender pay gap is a measure of the difference between men's and women's average earnings across our organisation. And not a comparison of pay rates for men and women doing work of equal value

Annual Gender Pay Gap Report

NIC is required by law to publish an annual gender pay gap report. This is the report for the financial year of 2023 to 2024

HOURLY RATE	
Median Gender pay gap	0%
Mean Gender pay gap	3.9%



Median Bonus Gap	Mean Bonus Gap
67%	-9%

Who Received Bonus Pay	
0.9% Women	1.6% Men