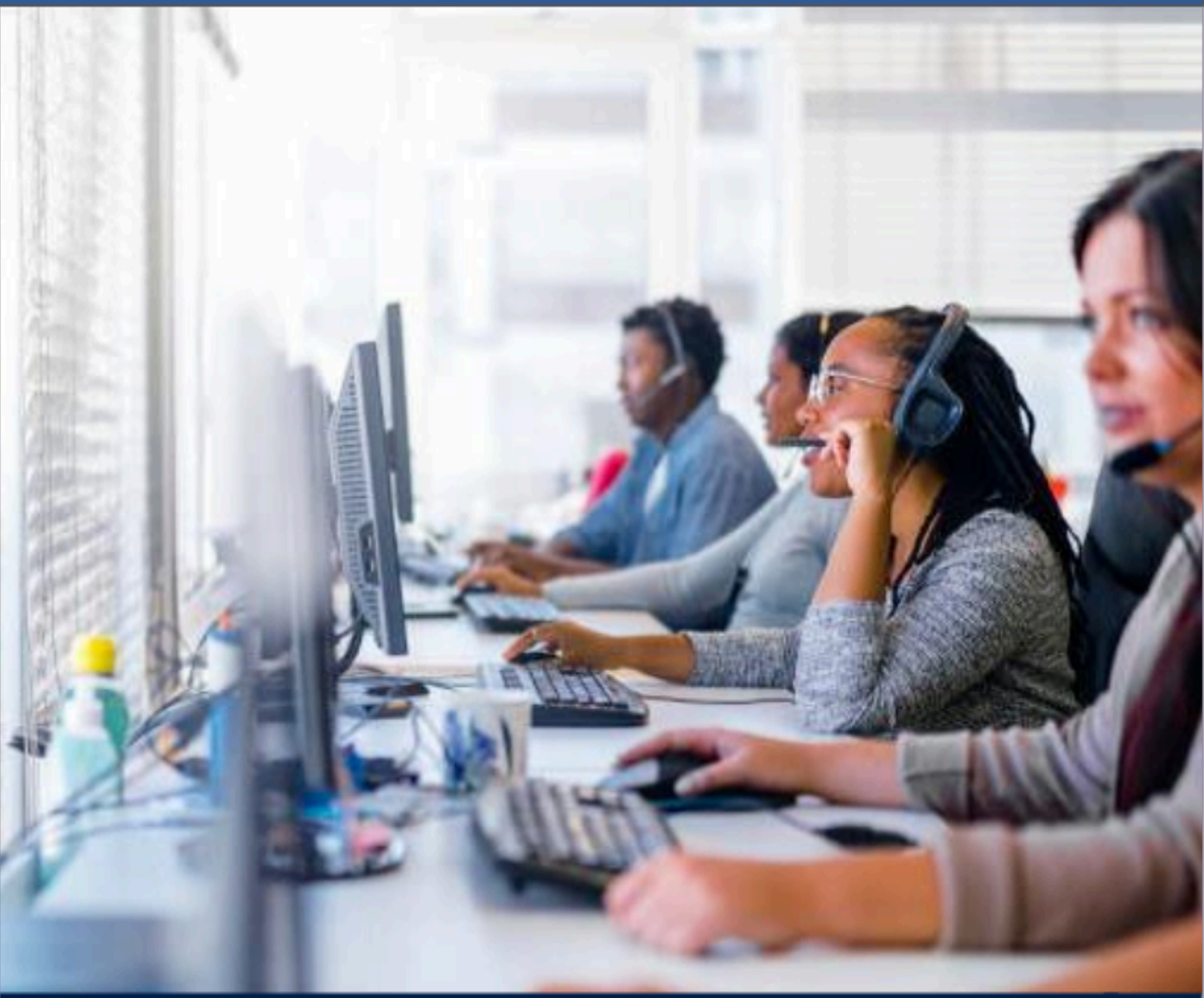
ABTRAN

Gender Pay Gap Report.

Abtran 2026



Overview



At Abtran, we are passionate about delivering exceptional customer experiences. Our mission is to simplify and transform business process management by leveraging our talented people, proven expertise, and cutting-edge technologies.

We are equally committed to providing a rewarding and fulfilling career experience for all our employees.



Our leadership team fosters a workplace environment that champions diversity and inclusion. We believe in cultivating an open and inclusive culture where every individual feels valued and empowered.

By embracing equality and diversity, we enable our people to bring their authentic selves to work, enriching our organisation’s growth and success.

We prioritize learning and development, offering opportunities that empower our employees to reach their full potential and advance within the organisation.

Our recruitment and promotion processes are rooted in an ethos of equal opportunity. We celebrate the uniqueness of each team member and the diverse perspectives they bring to Abtran.

Our People

Abtran's team of sales and service specialists is central to its success, delivering excellence for leading brands.

At Abtran, we emphasise communication, feedback, and development through regular employee engagement surveys, recognition programs like "Above and Beyond" awards, and well-being events.

Abtran also offers welfare and well-being initiatives, including tailored benefits packages, an Employee Assistance Programme, and all-staff events, to support employees' physical, financial, and emotional health. This commitment to its people enables Abtran to deliver exceptional service experiences.

What is the Gender Pay Gap?

The gender pay gap measures the difference between men and women's average pay within a business or organisation, regardless of their role or work level.



This is different to equal pay, which compares the pay of men and women who perform the same role or roles of equal value. We have structures in Abtran that ensure that men and women, doing the same work, receive the same pay.

The Gender Pay Gap Information Act 2021 was signed into law on 13 July 2021.

The Act amends the Employment Equality Acts 1998 to 2015 in the form of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

This legislation is welcomed by Abtran and we are committed to continue to explore ways in which we can ensure that both male and female team members are encouraged and supported to be positioned to progress and take up more senior roles.

We aim to be transparent in both our reporting and our commitment to closing the gender pay gap as we continue to build on our existing initiatives to promote diversity and equal opportunities for all.

The Data:

What are we reporting on?

We are reporting on the **Mean Gender pay gap** which is the differences between the averages of male and female earnings and the **Median** which is the difference between what the middle paid woman earns and what the middle paid man earns in our organisation.

The purpose of this report is to provide the data and explain the measures we are taking and intend to take to close the gender pay gap in Abtran.



Below is the data across the seven reporting requirements:

Our employee gender pay gap analysis shows that the overall gender pay gap between men and women is 9.15% (mean) and 1.22% (median).

1. The mean and median pay gap in hourly pay between male and female employees is as follows:

Mean 9.15%
Median 1.22%

2. The mean and median pay gap in hourly pay between part-time male and female employees is as follows:

Mean -0.20%
Median -1.02%

3. The mean and median pay gap in hourly pay between temporary male and female employees

Mean 0.00%
Median 0.00%

4. The mean and median bonus pay gap between male and female employees

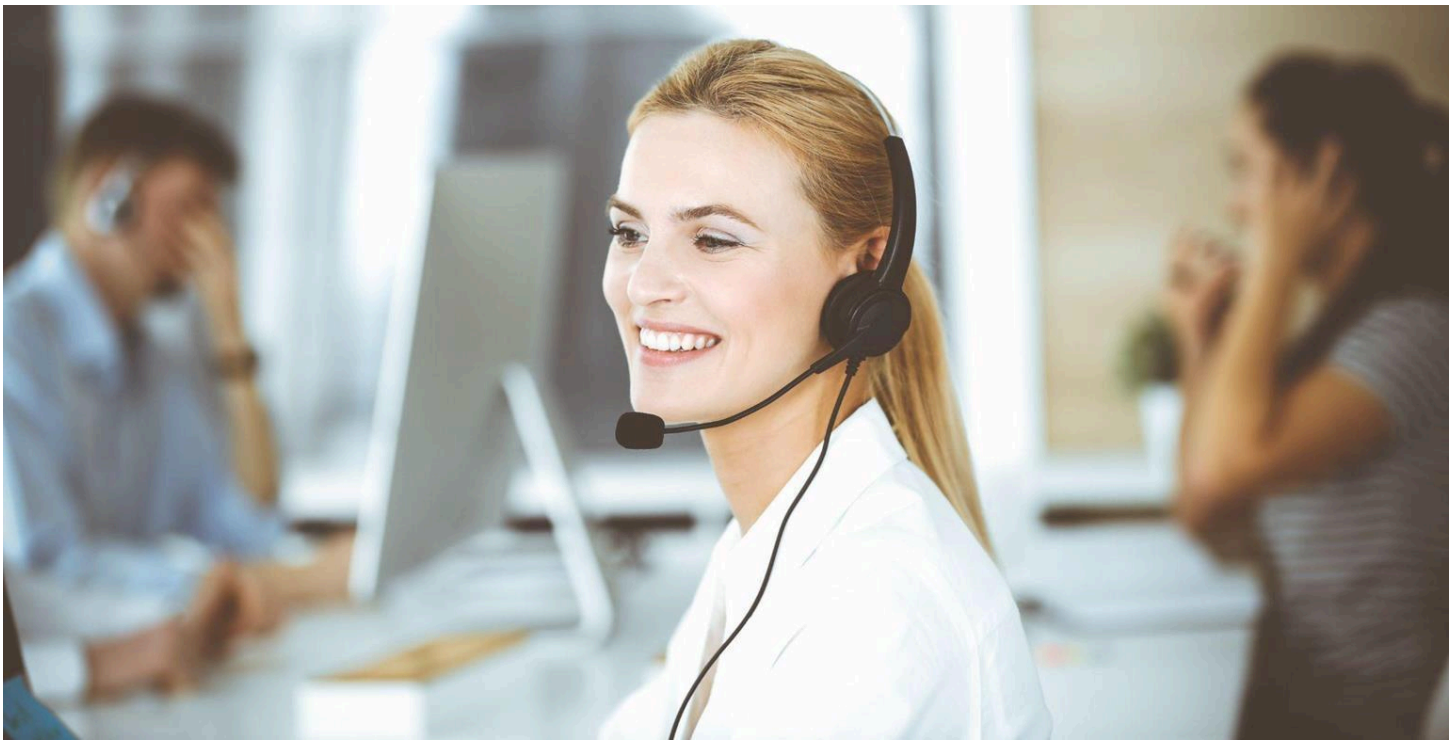
Mean 30.46%
Median 34.93%

5. The percentage of male and female employees who received bonus pay

Male 31.36%
Female 26.57%

6. The percentage of male and female employees who received benefit in kind

Male 90.23%
Female 91.61%



The Data:

7. The percentage of male and female employees in each of four pay band quartiles

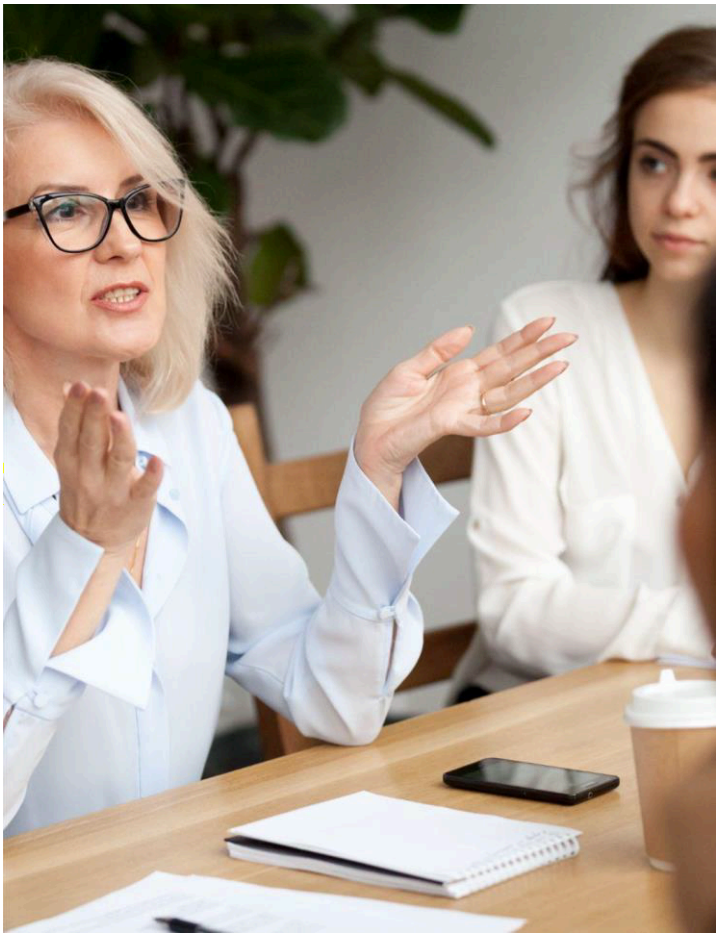
Lower Quartile	Upper Middle Quartile
Male 38.34%	Male 44.66%
Female 61.66%	Female 55.34%
Lower Middle Quartile	**Upper Quartile**
Male 42.69%	Male 48.22%
Female 57.31%	Female 51.78%

What are we doing to bridge the gap?

Whilst our figures continue to show an overall gender balance across the business, the lower quartile reflects a higher female-to-male ratio. This demonstrates a need for further action to ensure opportunities are accessible to all genders at every level of the organisation.

Through the following measures, we aim to foster a culture where everyone has equal opportunities to succeed, regardless of gender. Our commitment to bridging the gender pay gap is an ongoing journey, and we are determined to make continuous progress.

We remain committed to addressing the gender pay gap and have implemented a variety of initiatives to support this goal. These include:



Inclusive Recruitment Practices
Our hiring processes are designed to promote diversity and ensure equal opportunities for candidates of all genders. We actively monitor and refine these practices to identify and address any biases.

Flexible Working Policies
Recognising the value of work-life balance, we offer flexible working arrangements that enable employees to balance their professional and personal responsibilities, encouraging equal participation in the workplace.

Ongoing Monitoring and Transparency
We regularly review our pay structures and workforce demographics to identify areas of improvement. Transparency in reporting remains a priority to hold ourselves accountable and to drive meaningful change.

Leadership Development Initiatives
We run targeted programs to prepare employees of all genders for leadership roles, ensuring a pipeline of diverse talent at senior levels.

Career Development Programs
We continue to enhance our career development plans and pathways to support and guide all employees in achieving career progression and advancement. These programs focus on building skills, leadership capabilities,and providing mentorship opportunities.

Supporting Work Life Balance

Abtran acknowledges that both men and women have personal commitments that might impinge on their ability to manage their work life balance and achieve their career ambitions.

In order to support Abtran employees to balance their work and personal lives, we have a broad range of family friendly policies. These include but are not limited to:

- Maternity leave – top up payments
- Paternity leave – paid
- Parents leave and Parental leave
- Carers leave
- Career break
- Job sharing and part-time arrangements
- Work from home options







Monitoring promotions

Our equal opportunities recruitment policies and strategies ensure that we encourage diversity and equality at all points of the employee journey.

Abtran is committed to equality of opportunity and operates non-discriminatory practices in relation to access to employment, conditions of employment, access to training and experience, promotion and classification of posts.

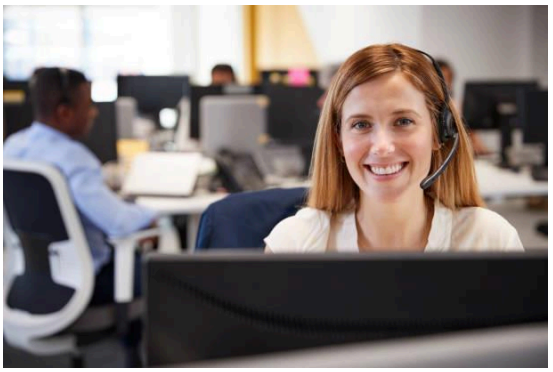
We were pleased to see that in Abtran, promotional opportunities are largely filled internally, with 8 female promotions and 8 male promotions year to date. We'll continue to actively promote internal roles and monitor our performance.

Remote and hybrid environments

We have a variety of remote working options which allow our people to choose where they work from and allow them to access roles that might not normally be available to them. We plan to enhance our offering by adding to the on-site spaces that our people can utilise, to engage with colleagues but also to allow choice around where they work.

Career paths and training opportunities

At Abtran, we pride ourselves on fostering a culture of continuous learning and professional growth. Our extensive training programme is designed to empower employees to expand their skills, broaden their experience, and unlock their full potential.



We are committed to ensuring that all employees, regardless of gender, have equal access to career progression opportunities and the potential to enhance their earning capacity. To achieve this, we are proactively reviewing the uptake of training and development initiatives across the organisation, while actively engaging with our people to identify and address barriers that may hinder their ability to achieve their career goals.



To further support our employees in their professional journeys, we are investing in dedicated, protected time for our teams to:

- Collaborate with their managers to identify career progression opportunities and map out pathways for advancement.
- Focus on Career Development Time, enabling self-directed learning and growth aligned with personal ambitions.
- Exercise choice and autonomy in selecting learning opportunities that resonate with their career aspirations.

This initiative is underpinned by the dedicated efforts of our People Managers and our Training, Quality, and Performance team, who work together to ensure that all employees have the support, resources, and guidance they need to thrive.

In parallel, we have launched a comprehensive, mandatory training programme for People Managers. This programme includes tailored modules designed to equip managers with the skills and knowledge required to effectively engage with their team members, understand their career goals and aspirations, and facilitate meaningful pathways to success.

At Abtran, we believe that investing in our people is key to building a vibrant, dynamic workplace where everyone feels empowered to grow, succeed, and make a lasting impact.

Conclusion

Our people are at the heart of our culture, and we take immense pride in fostering the innovative and inclusive environment that defines Abtran.

We believe that our success as an organisation is driven by the collective contributions, creativity, and individuality of every team member.

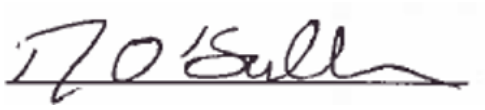
We actively embrace opportunities to implement meaningful changes that promote both organisational and individual growth. By nurturing a culture of continuous improvement, we empower our people to thrive and succeed together.

As a company, we are deeply invested in building a bright future for our employees and the communities we serve. This commitment is reflected in our comprehensive Environmental and Social Responsibility Strategy, which places equal focus on sustainability, diversity, and the celebration of individuality across our workforce.

Our policies and practices reflect our unwavering commitment to equality and fairness. We ensure that every employee has access to the same educational and developmental opportunities, regardless of background, role, or experience. Additionally, our recruitment and remuneration strategies are designed to provide equitable pay and career advancement opportunities, reinforcing our dedication to creating a workplace where everyone can achieve their potential.

Together, we strive to build an organization that not only supports the growth and aspirations of its people but also contributes to a sustainable and inclusive future for all. At Abtran, we believe that by empowering our people, we shape a brighter tomorrow.

I confirm that the data contained within this report is accurate and meets the requirements of the gender pay gap reporting regulations.



Head of HR | Abtran