

A high-angle photograph of a diverse group of about seven people in a modern office setting. They are all smiling and have their hands raised in a high-five gesture, forming a central stack of hands. The office has wooden tables, chairs, a laptop, and a monitor in the background.

**Gender Pay Gap
Report 2021.**

Our Focus.

Since the very inception of Sparta Global, Equality, Diversity and Inclusion (ED&I) have been a part of the key vision of our co-founders David Rai (CEO) and Tim Staton (CIO). We have since that time relentlessly pursued our commitment to create a working environment that embraces diversity and inclusion as an essential part of our vision, culture and our values of collaboration, diversity, drive, empathy, innovation and flexibility.

Our approach to ED&I is the same as for any other business priority. We analyse the data, highlight concerns, identify an approach to remediate - applying our Values all the way - and then we test and measure the rate of change, always holding ourselves to account. The transparency and accountability that our diversity metrics bring, including our pay gap data, is crucial in driving equity and fairness across our organisation.

Sparta Global fully supports the UK government's focus on gender pay gap and its determination to shine a spotlight on this important issue. Our focused efforts within our ED&I strategy has enabled us to grow our representation of female employees in the UK year on year, with increases seen across leadership positions and both technical and non-technical roles. Hence, though the government requirement for organisations to report on Gender Pay Gap is deferred, we at Sparta Global have decided that reporting on the gender pay gap statistics is more important than ever because we want to hold ourselves to a high standard on gender parity.

During these unprecedented times, technology has flourished globally, making it possible for families and individuals to communicate and connect beyond the boundaries imposed by physical and political isolation. Equality in the workplace matters more now than it ever has in this socio political, racial and boundary-biased world. We who work in “technology-centred” businesses have a big role to play in ensuring that technology training is not the privilege of a few but available to everyone no matter what their gender, race, ethnicity, nationality, sexual orientation, culture or experience. At Sparta Global this holds huge importance and our mission is to hire diverse talent and give them the training and experience to become the technology and business leaders of the future.

“But building a culture of belonging requires more than just a single intervention; it takes dedicated leadership, clarity of goals and purposeful actions to make real meaningful progress.”

Our CEO, David Rai, puts it perfectly when he says; “Equality is, first and foremost, a business strategy in defence of human rights”. Through equality, businesses can uphold the fundamental right to equal treatment for all individuals in the workplace, marketplace and community. At Sparta Global we have an ED&I strategy to guide and inform our business processes and at the epicentre is respect, visibility, education, recognition and non-discrimination for everybody in our company. It means establishing corporate leadership capable of leveraging and galvanising the diversity of thought that exists within our organisation. It means empowering collective strength, engaging and enabling teams of mixed race, gender, ethnicity, culture, background and experience to continue to grow during uncertain times.

Let us also remember that the terms “**diversity**” and “**inclusion**”, though often used together, are not synonyms. If “**diversity**” refers to “**access**”, “**inclusion**” alludes to “**belonging**” that allows people with different viewpoints to connect and thrive. Diversity cannot exist without inclusion, and it is not enough at Sparta Global to attract diverse talent into our organisation - we work hard to create a welcoming company culture capable of retaining and celebrating diversity.

Overarching D&I is Equality. We treat everyone equally regardless of gender, culture, social background and everyone within the organisation is given the encouragement, the training, the opportunity to thrive and grow, to be promoted, to become leaders and to lead and mentor others.

Our Goal.

We believe in positive action not positive discrimination. We have over **34 nationalities** within the company, **30% of our workforce is female, 42% of our business and technology consultants are the first to go to university in their families, 52% of our staff are from a BAME background** and a **seventh of our board is female**. Purnima Sen, Board Member and Sparta Global's Operations and People Director, was recently invited to 10 Downing Street to sit on an Open Table to discuss bringing more diversity to the technology sector.

This year we are proud to report that our median gender pay gap is 0% with our mean being 10%.

There are a number of initiatives we have introduced in the past year to further support our gender equality programme. Our on-going analysis means that we are confident that our efforts at increasing female representation at Sparta Global are working, although we recognise that we still have a lot to do. Market dynamics and the shape of our organisation means that we must reinforce our efforts across all quartiles of the business. Our underlying demographics are improving. By retaining and developing our female talent, the gap will become narrower in the long run, and by focusing on better balance at every level we can reduce the time to close the gender pay gap.

We fully recognise that this is a journey and that it will take many years of investment and leadership to enable lasting change, but we firmly believe that our commitment and actions to drive this topic are having impact. We will continue to focus on pay equality alongside our global commitment to increasing female representation across all levels of the organisation. Our efforts remain concentrated on those key factors that influence change; expanding our pipeline of talent, empowering and retaining our people through an inclusive culture, and supporting our customers through the supply of diverse talent.

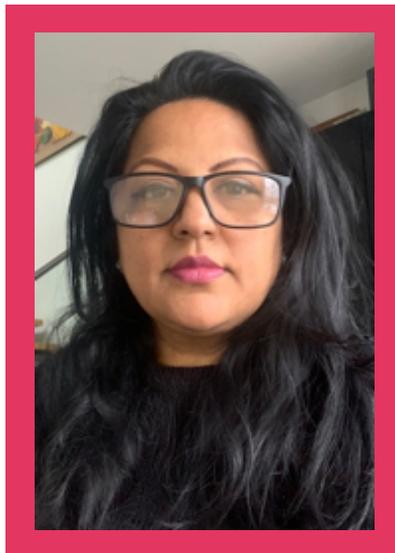
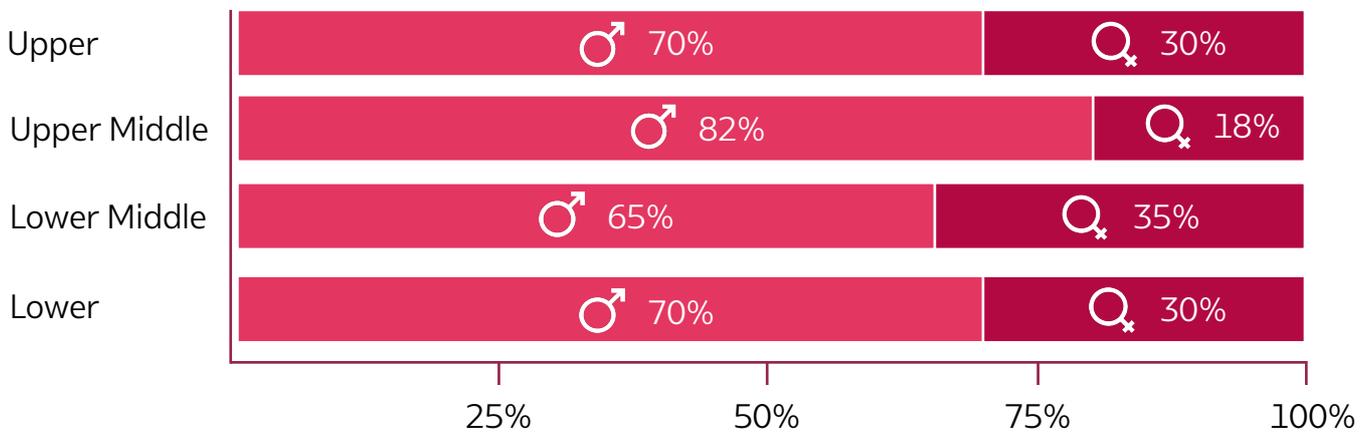
Showcasing a strong equality business case that resonates with individuals at all levels within the organisation is key, it enables different teams to easily communicate what the organisation is doing to drive change. In order to construct a business case that resonates with everybody, we have taken the time to work with each team, listen to their challenges and questions, and define a focus for action that can be easily communicated across the business. Rather than focusing on one protected characteristic (gender, race, social mobility etc.) at a time, this method has allowed teams to deploy a holistic, strategic and transformational approach to equality and set up a "roadmap" for the implementation of sustainable objectives.

We are completely confident that it is just a matter of time before Sparta Global will be closer towards creating total gender parity.

The Figures.



Quartiles.



This document has been authored by Purnima Sen, Board Member and Sparta's Operations and People Director.