



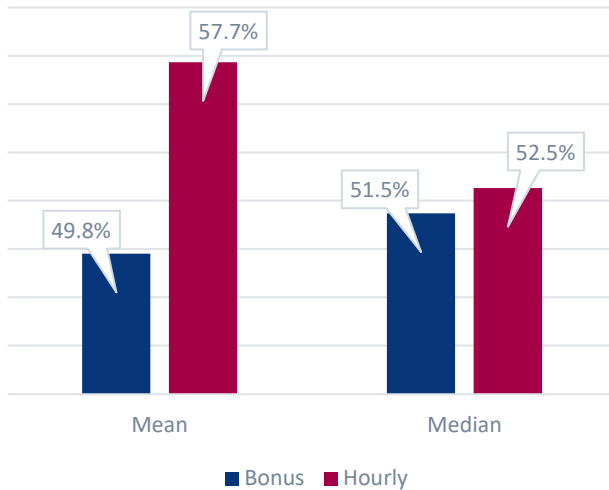
BYTES

SOFTWARE SERVICES

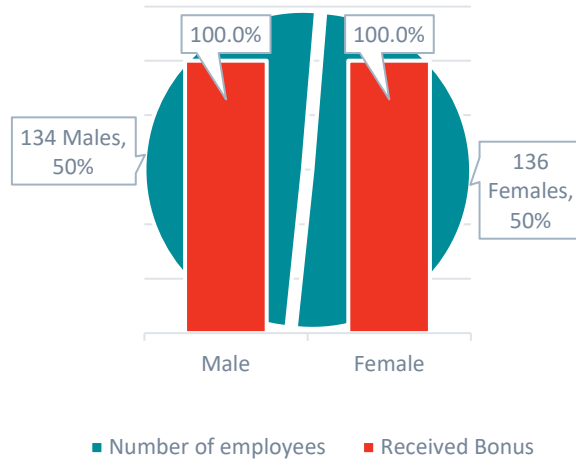
BYTES SOFTWARE SERVICES - GENDER PAY GAP REPORT - WRITTEN STATEMENT

Reporting year 2018/19

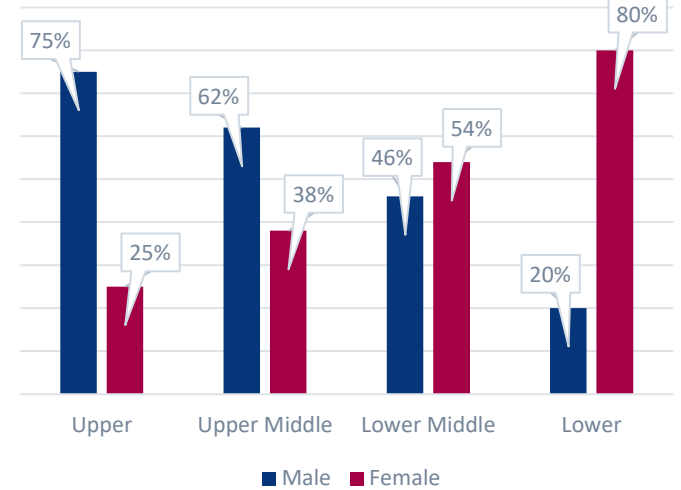
Mean and Median Pay Gap



Employees Receiving Bonus



Male and Female per Quartile



At Bytes, we consider ourselves an equal opportunity employer. Many of our roles are based on pay scales and grades, and employees only move up a grade when they achieve the preset skills and knowledge.

As with any technology company, we find that fewer women apply for technical and sales roles, which is where our highest earners usually sit. We are actively trying to recruit more female employees into roles which are currently under-represented, and we are working closely with educational facilities to promote a better understanding of employment opportunities within the organisation.

We are also focusing on helping and supporting our current female employees in their route to Senior or Sales roles.

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