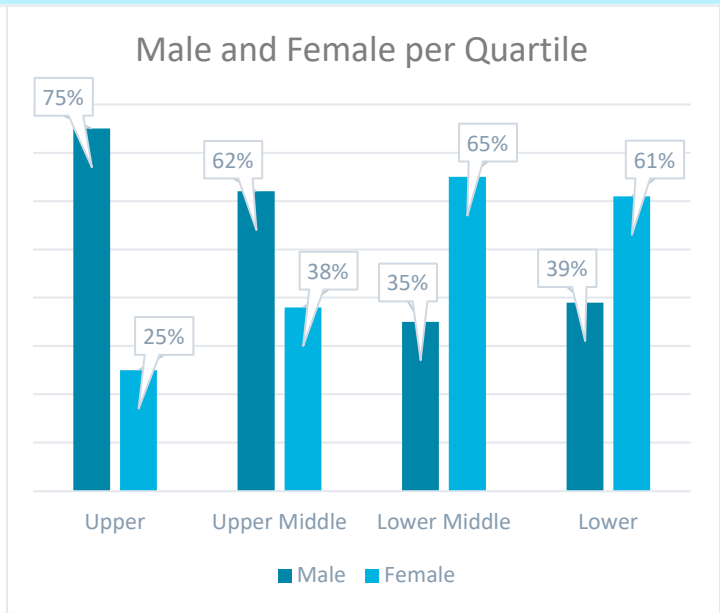
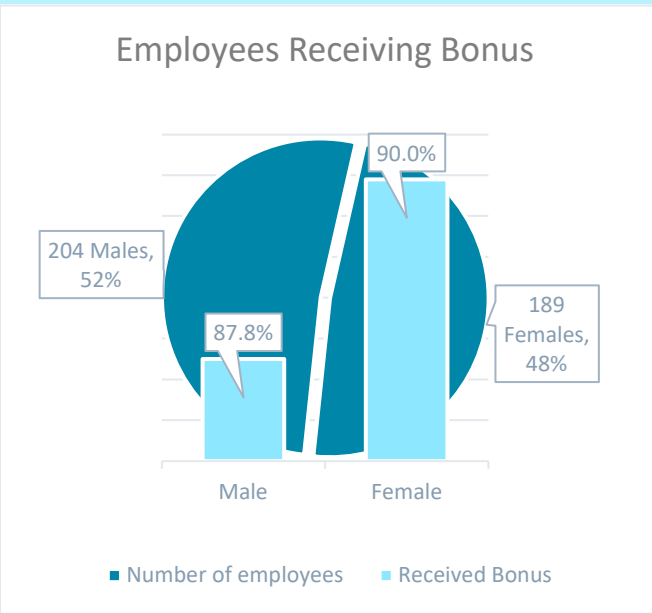
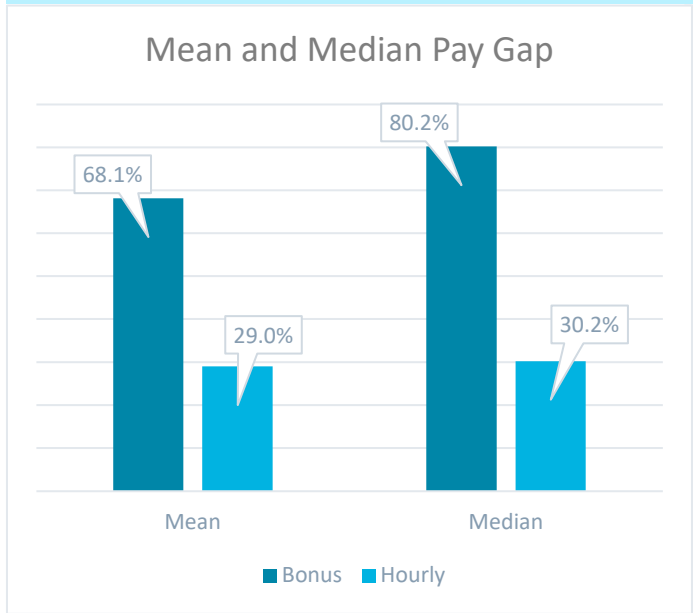




# BYTES SOFTWARE SERVICES - GENDER PAY GAP REPORT - WRITTEN STATEMENT

Reporting year 2020/21



At Bytes, we are an equal opportunities employer. Although this report is not intended to prove the *equal pay* of males and females within the company, we pride ourselves on our ability to demonstrate a fair and equal wage across like roles.

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 both female and male employees into roles which are currently under-represented by their gender, 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.

**Prepared by**  
**Katy O'Donoghue**  
 Payroll Manager



**Approved by**  
**Neil Murphy**  
 CEO

