

GENDER PAY GAP REPORT

April 2025





Foreword and reasons for our results

We want to bring more diversity into our organisation, including taking steps to attract more women into technology roles. Our gender pay gap reporting provides insight into the approach. Despite defining our priorities, and areas of focus, I'm disappointed to report that the gap has slightly widened over the past year.

An ongoing challenge, that has not been helped by changes in the wider external environment and economic context. Some UK employers are quietly stepping back from diversity goals in response to political and public pressure. Budgets and gender equality programmes are being reduced or paused. This is not our goal

Our gender pay gap continues to stem from the following factors:

- The existing gender imbalance across the tech sector in specific roles and skills. This continues to be a systemic problem as the skills pipeline of women entering into tech roles remains low.

- The skills required in the sector are traditionally held by a higher number of men.
- We continue to hire more men than women

We're strengthening our workforce planning to ensure we develop plans to build the right capabilities for the future and addressing how we attract, hire, develop, and support a wider talent community across the business.

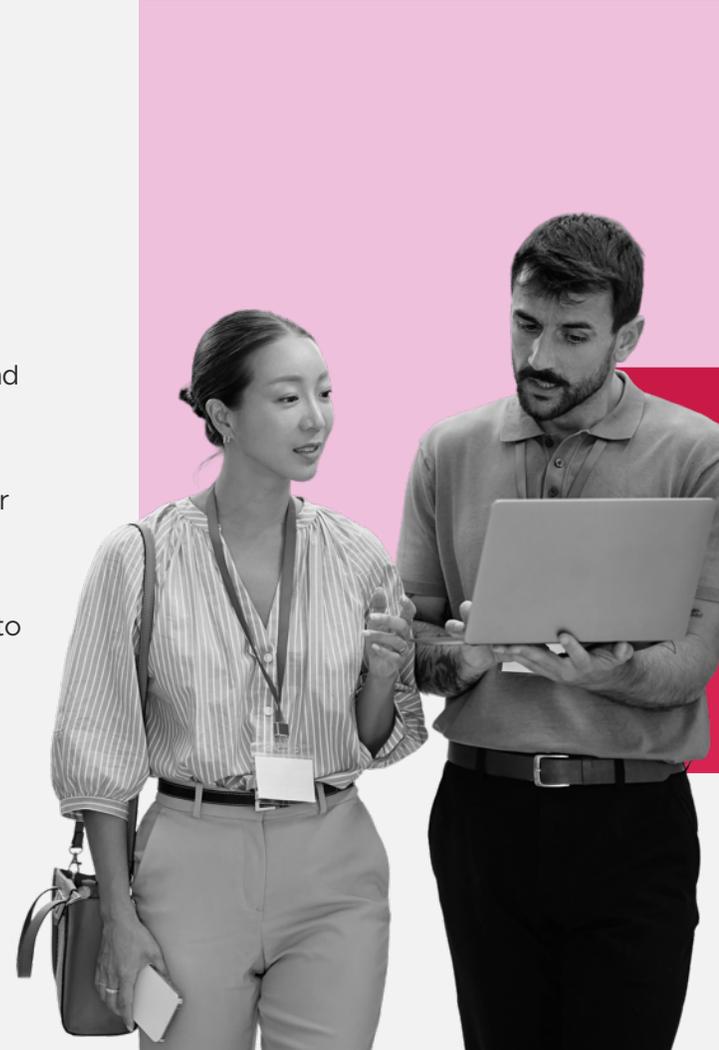
We're investing in leadership development to build greater awareness and accountability at all levels for better inclusion, and we're improving the data and insights we give our managers to help them make better, fairer decisions.

This work is supported by our DE&I group and forms part of our wider efforts to create a fairer, more effective, inclusive and aware organisation.

We know this won't be fixed overnight, but we are committed to making steady, meaningful progress in collaboration with the extended leadership team and colleagues.



Paul Fletcher
Chief Executive Officer, Nominet



Our figures



223

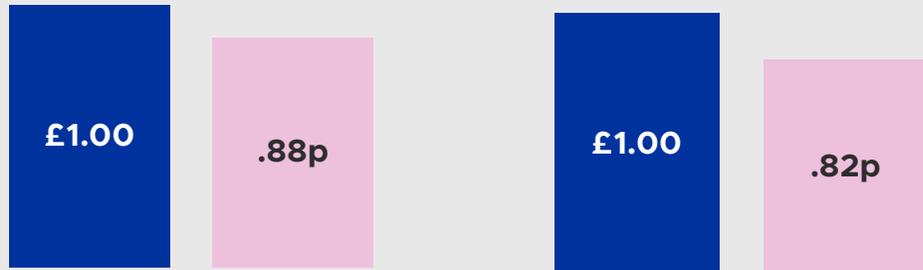
Total Number of Employees

as of 5th April 2025

153
Men
(68.6%)

70
Women
(31.4%)

Mean and Median Hourly Rates



When comparing **mean** hourly rates, women earn **87.80p** for every £1 that men earn

When comparing **median** hourly rates, women earn **82.01p** for every £1 that men earn

Bonus Pay Proportions

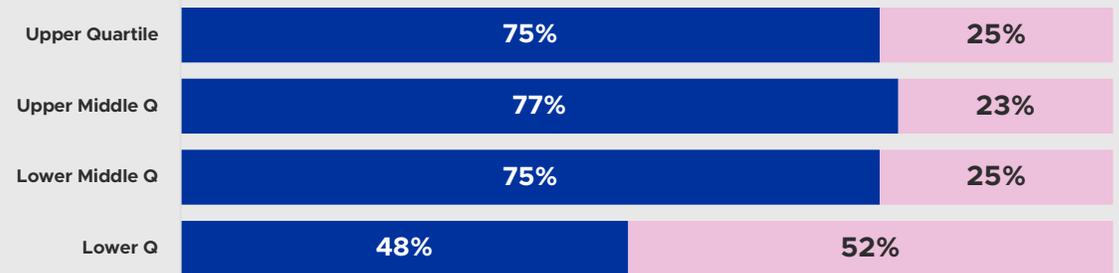


of men received a bonus

of women received a bonus

Quartile Pay Band Proportions

Proportion of men and women in each band



Nominet	Mean	Median
Gender Pay Gap	12.20	17.99
Gender Bonus Gap	11.99	32.16

Our Key Priority is to encourage diversity

To address gender imbalance and strengthen our future talent pipeline, we are taking action across several key areas.

We want to play our part to ensure Nominet is an attractive employer for everyone – but also to enable us to attract and retain more gender diversity into our organisation. We are addressing this by focusing on our recruitment, creating a welcoming employee experience, and by investing in programmes that help and encourage more people to pursue a career in technology.



Smarter, more inclusive hiring practices

- Our primary focus is on recruitment, the candidate experience and onboarding changes to make the employee journey as positive and inclusive as possible.
- We know that what is measured gets done therefore we will be setting focused targets across our technology related job families and roles where we believe we can increase diversity. This will create greater ownership and shared accountability across the business to increase diversity in our teams.
- Using inclusive language and ensuring we will advertise roles via diversity focused job boards and networks
- All hiring managers will complete effective and inclusive training to ensure fair decision making throughout the recruitment process
- Mixed panels will be used to ensure a wider perspective is considered in decision making and finally we will focus on candidates who bring new perspectives, not just those who “fit” our existing culture but who add and enhance our culture and values

Inspiring a future generation

- Sponsoring and funding public benefit initiatives has been a key priority for us during recent times, and we continue to be committed to taking positive action to encourage more women into tech roles.
- Through our longer-term workforce planning we will further develop our own future talent pipeline with the introduction of more apprenticeship level roles to support critical / niche skillsets across tech.
- We will leverage what is already working through building on social impact initiatives we have funded such as ClickStart, in order to share career development opportunities (Clickstart bring training opportunities to marginalised groups, in partnership with the Institute of Coding).

Our Key Priorities



Developing inclusive leaders

- Our Leadership Framework, co-created with employees, reinforces inclusive leadership behaviours and sets clear expectations for how we lead across the business — with a focus on equity, accountability, and creating space for diverse voices.
- We're committed to **building a stronger pipeline of women into leadership roles**. This includes proactively identifying high-potential female talent and supporting their development through tailored opportunities. We have sponsored a second cohort of high potential women to attend the Clarity Leadership Women in Leadership programme during 2025/26.

Building a great place to work

- We are committed to encouraging equality, equity, diversity and inclusion in the workplace, and support this through co-creating progressive, inclusive policies and practices with our teams.
- Benchmarking our employee experience and will enable us to target and focus on priority areas for review. Looking through an inclusive lens, with a focus on identifying how our policies can better support career development and opportunity for women and address wider DEI priorities.

Raising awareness and developing skills

- Our Diversity and Inclusion Group brings together employees with a shared interest in advancing diversity, whether as a member of a diverse community or as an ally. It aims to:
 - Support the diversity and inclusion agenda at Nominet and become allies for others;
 - Raise awareness of why diversity and inclusion is important within Nominet, with the aim of creating greater trust and inclusion;
 - Increase the disclosure of diversity data by explaining why it is important and create trust in how the data will be used.

