

2024 GENDER PAY GAP REPORT

Global



About us

Corsearch products and services are revolutionising how companies establish and protect their brands. Trusted by thousands of customers worldwide, Corsearch delivers market leading technology, industry expertise and global partnerships in both Trademark solutions and Brand and Content Protection, that support brands to market their assets and reduce commercial risk, protecting their consumers so that they trust that what they are buying is authentic.

We are fully committed to building a diverse, gender-balanced, and fairly compensated workforce. Through this commitment, we can better understand the needs and requirements of our broad and diverse customer base.



A note from **Angela Williams** Chief People Officer

We are proud that women make up **44.5%** of our Global workforce with many women at Corsearch holding positions of significant influence and impact.

In our ongoing drive to build and develop diverse teams, we strive to attract and retain women in our workforce. In underpinning these efforts, we are ensuring the sustainability of our gender diversity initiatives, while aligning with our “We are Corsearch” philosophy.

Our holistic Diversity and Inclusion strategy further brings to life our commitment towards closing the gender pay gap across all countries we work in across the world. This report highlights our global progress, and we are proud of our achievements with more to come.



Angela Williams,
Chief People Officer

Global gender pay gap

We guarantee fair compensation for all our colleagues which includes, where appropriate, an Annual Incentive/Bonus scheme designed to directly reward colleagues for Corsearch's success. Our mean and median pay gaps are generally close, which indicates a consistency in our efforts to promote equality across all levels of our organisation. By acknowledging and transparently addressing these figures, we're taking proactive steps towards achieving greater gender parity and continuing to support the growth of an inclusive workplace culture. Recognising the gender pay gap underscores our commitment to transparency and progress, driving us to implement strategies that ensure fairness and equity for all employees.



Our pay gap analysis

China

Mean -13.18%
Median 4.77%

UK

Mean 18.64%
Median 13.35%

India

Mean 18.63%
Median 6.70%

Europe*

Mean 18.39%
Median 20.18%

USA

Mean 8.54%
Median 5.79%

**Includes Belgium, Finland, France, Germany, Ireland, Italy, Sweden & The Netherlands*

Global bonus gap analysis

Although we identified that women are earning less in bonuses, their higher representation among bonus recipients in the UK, the Netherlands, China, Italy and Sweden demonstrates our proactive steps toward gender equity in reward distribution. This emphasizes our dedication to empowering women in the workplace by ensuring they receive fair recognition and compensation for their contributions. We are fully committed to furthering these efforts to achieve greater equality across our global workforce in the year ahead.



Our bonus gap analysis

UK

Mean 16.67%
Median 0.00%

Europe*

Mean 31.40%
Median 13.4%

USA

Mean 20.00%
Median 0.00%

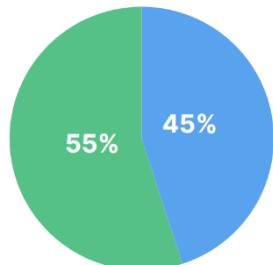
*Includes Belgium, Finland, Italy, Sweden & the Netherlands.

In India (2024), bonus eligibility was limited with only **8.7% of employees eligible** (76 out of 868) for bonus. This includes **10.3% of males** (55/535) and **6.3% of females** (21/333). Due to this limited eligibility, the **mean bonus pay gap is 0**.

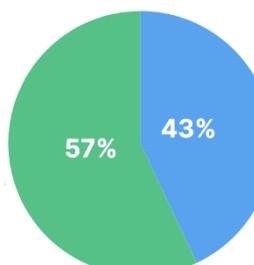
Similarly, in China, only **1 female out of 77 employees** was eligible for a bonus. Hence, no reported bonus pay gap for China.

Global pay quartiles

While we are making good progress across the globe, we are focused on ensuring we address the gender pay gap across all quartiles in the coming years.

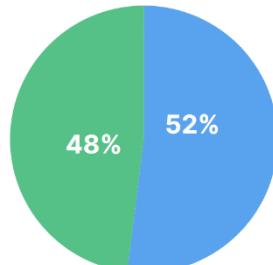


In the lowest quartile, females represent 45% of the workforce, while males constitute 55%

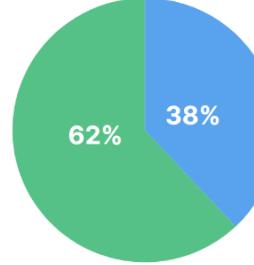


In the upper middle quartile, females represent 43% of the workforce, while males constitute 57%

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In the lower middle quartile, females 52% of the workforce, while males constitute 48%



In the highest quartile, females represent 38% of the workforce, while males constitute 62%

How are we addressing the gap?



Future of Work: We actively support hybrid working, offering our team greater flexibility and accessibility to diverse opportunities, contributing to a more inclusive environment where everyone can be at their best.



Equal Opportunities: We are fully committed to the principles of equal opportunities and the development of our systems and processes to continue promoting equality in all areas including recruitment, development and reward.



Women in Leadership: By giving our female employees a platform to develop, through our Aspiring Female Future Leaders' programme and our EmpOur network to share ideas and provide support to one another, we are ensuring that we showcase the genuine commitment that Corsearch provides the women within the business to progress and achieve.



Progression and Development: We have seen great success with our talent planning and management development programmes. We continue to invest in our people and provide opportunities to develop and learn anytime, anywhere with the support of our Corsearch Academy.



Reward and Recognition: We are reducing the gender pay gap and promoting pay equality through our reward and recognition framework. We aim to narrow the gender pay gap within the coming year as we strive towards equalising pay across all genders, fostering an even more equitable and inclusive workplace.

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QUESTIONS?

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We Are Corsearch

#Together, wemakeanimpact

#Trustisthefoundation

#Passionateaboutourwhy