

CORSEARCH®

2025 Gender Pay Gap Report

United Kingdom



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.



Angela Williams
Chief People Officer

A note from Angela Williams

Chief People Officer

At Corsearch, we take pride in fostering a diverse and inclusive workplace where **women make up 43% of our UK workforce**. Many women within Corsearch hold **positions of significant influence and impact**, reinforcing our commitment to **gender equity and career progression**.

While we celebrate this progress, we recognise the importance of continuous efforts to further **attract, retain, and support women** in our workforce. We remain committed to **closing the gender pay gap** through targeted initiatives, including **leadership development programmes, mentorship, and equitable pay structures**.

By aligning our gender diversity efforts with the **We Are Corsearch philosophy**, we continue to build an inclusive workplace where **all employees can thrive and progress**.

This report highlights our progress in the UK, and we are proud of our achievements with more to come.

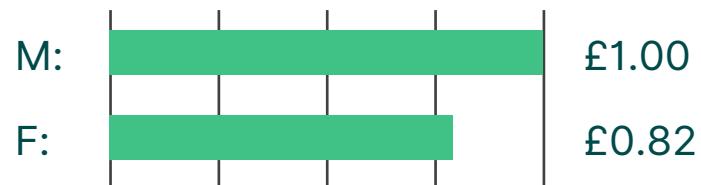
Our gender pay gap

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 pay gap

Mean: 18.09%
Median: 16.25%
UK average pay gap: 13.1%

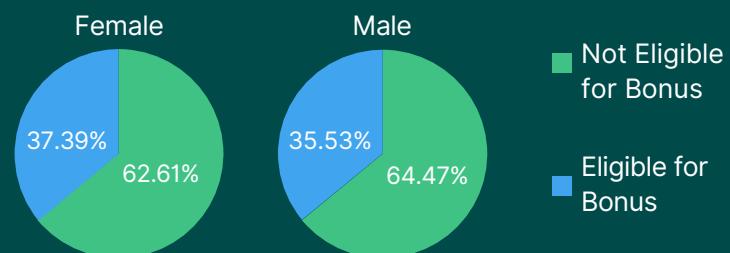


While our gender pay gap numbers may currently exceed the UK average, it's important to recognise that we're proactively tracking and addressing this area of focus. The fact that our mean and median pay gaps are close indicates a consistency in our efforts to promote equality across all levels of our 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 bonus gap

Mean: 16.67%
Median: 0%



In terms of bonus pay, the mean bonus pay gap stands at 16.67%, while the median bonus pay for both men and women is 0%.

Notably, a higher percentage of women (37.39%) are eligible for bonuses compared to men (35.53%), reflecting our commitment to recognising and rewarding female talent.

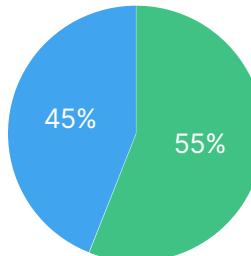
We are committed to furthering these efforts to achieve greater equality in the year ahead.

Our gender pay gap

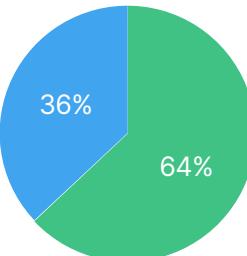
While we are making good progress, we are focused on ensuring we address the gender pay gap across all quartiles in the coming years.



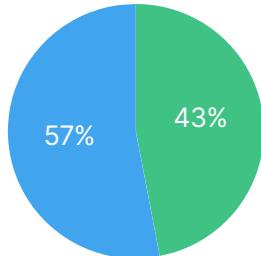
■ Male ■ Female



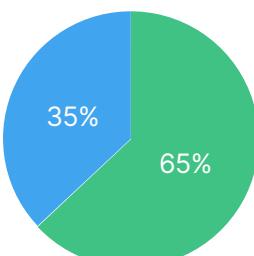
In the lowest quartile, females represent 45% of the workforce, while males constitute 55%



In the upper middle quartile, females represent 36% of the workforce, while males constitute 64%



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



In the highest quartile, females represent 35% of the workforce, while males constitute 65%

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 while delivering for our customers.
- ◆ **Equal Opportunities:** We are fully committed to the principles of equal opportunities, the provision of meaningful work 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