Gender Pay Report

April 2025

NODE4

A summary of our gender pay results

Our 2025 gender pay gap results show a continued imbalance driven primarily by the distribution of women across our role families, particularly in senior, commercial, and technical positions. While this mirrors patterns seen across the wider UK technology sector, the structure of our workforce means fewer women are currently represented in our highest paid roles, which impacts both hourly pay and bonus outcomes.

When compared with industry norms, Node4 performs better than the wider technology sector. Across major UK tech companies, the average gender pay gap in 2025 was 17.5%.

Across the wider UK economy, the median gender pay gap in April 2025 was 6.9%. While the national figure reflects all sectors, many of which have very different workforce profiles to technology, our results remain strong within the context of the tech industry, where gender representation challenges are more pronounced.

While we're ahead of many of our industry peers, we are still slightly above the broader UK median. We've still got more work to do, and we're committed to driving positive change.

Hourly pay

11.86%
Mean pay gap

The difference between the average hourly pay of men and women.

9.35%
Median pay gap

The difference between the midpoint in hourly pay for men and women.

Bonus pay

44.13%
Mean bonus pay gap

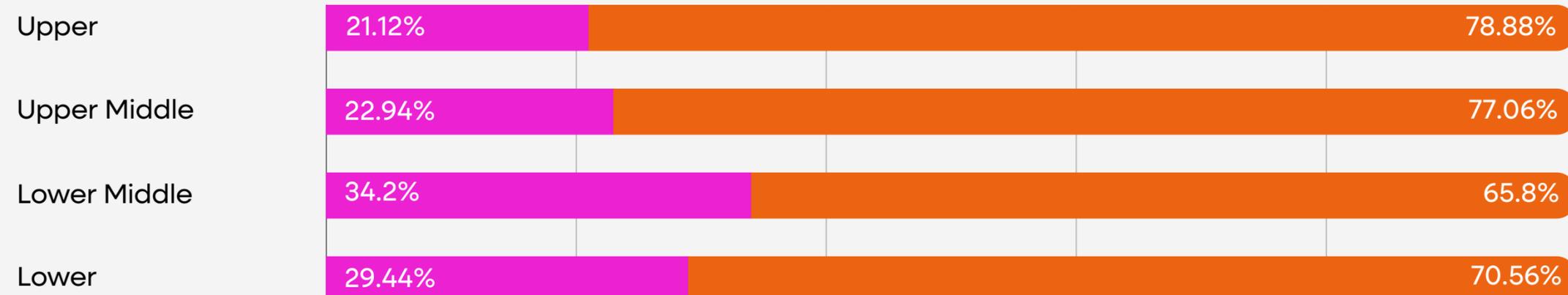The difference between the average bonus received by men and women.

40%
Median bonus pay gap

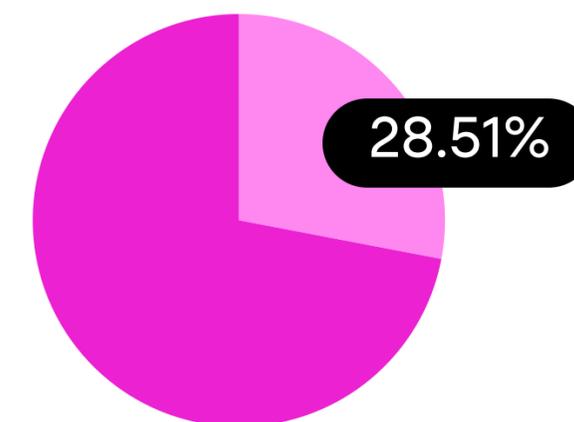The difference between the midpoint of bonus values for men and women.

Snapshot date: April 2025

Distribution of men and women across pay quartiles

We arranged our employee population in order of hourly pay from lowest to highest and divided it into four equal quartiles:
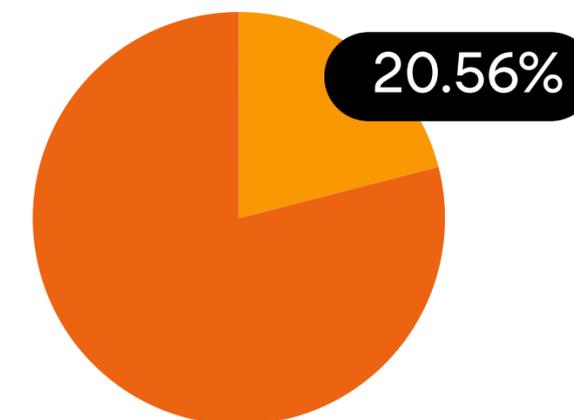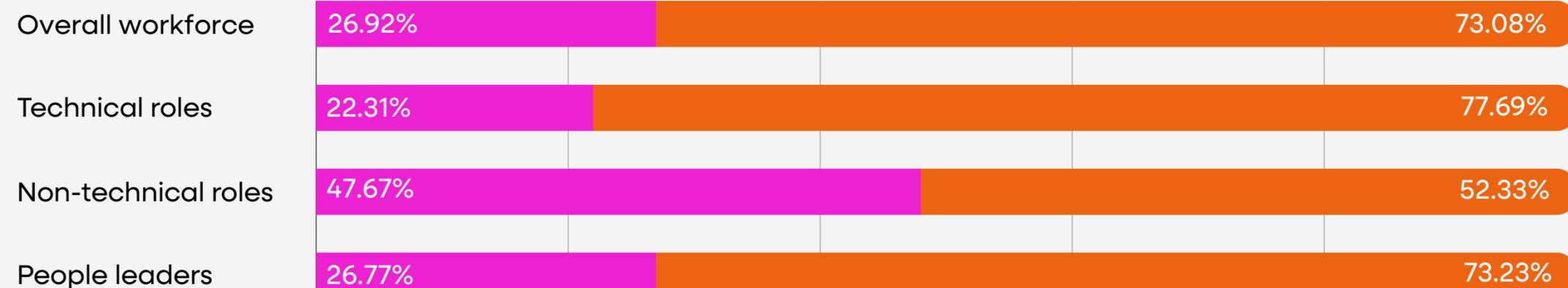
	Women	Men
Upper	21.12%	78.88%
Upper Middle	22.94%	77.06%
Lower Middle	34.2%	65.8%
Lower	29.44%	70.56%

Proportion of employees receiving a bonus:

28.51%

Workforce Representation (April 2025)

Women   **Men**

	Women	Men
Overall workforce	26.92%	73.08%
Technical roles	22.31%	77.69%
Non-technical roles	47.67%	52.33%
People leaders	26.77%	73.23%

20.56%

Powering progress

We continue to invest in programmes such as our 4Women initiative; building networks, visibility, and support for women across Node4.

Through our 4Women programme we drive activity to help genuinely close the gender talent gap; not just raising awareness, but creating structural, visible change. Over the next 12 months we will focus on these key areas.

Statement

I confirm that the gender pay gap information contained in this report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Name: Victoria Knight
Role: Chief People Officer
Date: March 2026

Returnship and re-entry pathways for women

Ensuring our policies are fair, consistent and transparent around career development, progression, flexibility and support.

Our aim: remove barriers and support women to enter, stay and progress into higher paid roles.

Creating new talent pipelines through early careers

Creating a girls in tech talent pipeline through mentoring programmes, apprenticeship schemes and building links with education providers.

Our aim: attract more women early, strengthen future skills, and create a more balanced, inclusive workforce.

Strengthening community and belonging

Creating community and belonging both inside and outside of Node4, including through our customers and partners.

Our aim: inspire and deliver sustainable change across the broader technology industry.

Demonstrating our commitment to equity

Ongoing focus on inclusive recruitment, leadership development and talent pathways.

Our aim: work to close the gender pay gap over time and ensure equitable opportunities for everyone at Node4.